REPORT

OF THE

COMMISSION OF ENQUIRY

INTO THE

PROPERTY & REVENUES OF THE CHURCH

APPOINTED IN PURSUANCE OF A RESOLUTION OF

THE NATIONAL ASSEMBLY OF
THE CHURCH OF ENGLAND

WITH APPENDICES

LONDON
CHURCH ASSEMBLY
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TERMS OF REFERENCE

A. To make a full and correct enquiry respecting all Property and Revenues, from whatever source derived, appropriated or applicable to purposes of the Church of England in England (including income raised for such purposes by voluntary contributions), and in particular respecting the Property and Revenues belonging to the several Archbishopricks and Bishopricks, to the Deans and Chapters of Cathedral and Collegiate Churches, and to Dignities, Minor Corporations and Offices therein, and to all other Benefices, Dignities, Preferments, with or without cure of Souls, and Offices (including lay offices) in the Church of England, and respecting the properties, funds, and revenues administered by the Ecclesiastical Commission, and Queen Anne's Bounty, and the Central Board of Finance of the Church of England, and by the several Diocesan Boards of Finance, and Bodies of Diocesan Trustees, and by Societies established to support or promote the work of the Church of England, in England; and respecting the Patronage of all Ecclesiastical Dignities, Preferments, Benefices, and Offices, and Patronage exercisable by Ecclesiastical persons.

B. To give the fullest and most attentive consideration to the state of the Church in the several Dioceses in England, with reference to the provision available for existing Bishopricks (Diocesan and Suffragan), Cathedral and Collegiate Churches, Dignities, Preferments, Benefices and Offices, and for the outgoings in relation thereto, with a view to the suggestion of such measures as may render the application of such provision most conducive to the efficiency of the Church in England, and to advise by what means an adequate income may be provided for the necessary offices for carrying on the work of the Church in England whether now existing or hereafter to be created, and to make recommendations.

C. To report to it concerning these Premises with as much despatch as may be consistent with their due examination.

In pursuance of a resolution of the Assembly "that the Archbishops be authorised to appoint the Members of the Committee of Enquiry into the Property and Finances of the Church" the Archbishops, in January 1921, appointed the following Members:—

The Viscount Cave, G.C.M.G. (Chairman).
The Bishop of Bristol, D.D., LL.D.
The Bishop of Durham, D.D.
The Dean of Westminster, K.C.V.O., D.D.
The Rev. Canon Headlam, D.D.
The Rev. B. O. F. Heywood.
The Rev. F. A. Iremonger.
The Rt. Hon. G. N. Barnes, M.P.
The Lord Hugh Cecil, M.P.
Sir Lewis T. Dibdin, D.C.L.
The Rt. Hon. H. Hobhouse.
T. W. H. Inskip, Esq., K.C., M.P., C.B.E.
W. R. Le Fanu, Esq.
The Rt. Hon. Sir George Murray, G.C.B.
The Earl of Selborne, K.G.
Miss Constance Smith.
Miss Sibyl Thesiger.

Mr. Aubrey T. Lawrence was invited to act as Secretary of the Commission.

On the 25th October, 1922, the Chairman, Viscount Cave, to the regret of the Commission, resigned his membership on being appointed Lord Chancellor, and on the 11th November, 1922, to the regret of the Commission, Mr. T. W. H. Inskip, K.C., M.P. (now Sir Thomas Inskip), resigned his membership on being appointed Solicitor-General.

The Archdeacon of Oakham and Sir Ernest Pollock, K.C., M.P., were appointed by the Archbishops to fill these vacancies, and in February 1923 Sir William Plender was appointed by the Archbishops as an additional member of the Commission.

On the resignation of Lord Cave, Sir George Murray, at the request of the Archbishops, consented to succeed Lord Cave as Chairman.

During the sitting of the Commission Canon Headlam has been appointed Bishop of Gloucester; the Archdeacon of Oakham Bishop of St. Edmundsbury and Ipswich; and Sir Ernest Pollock Master of the Rolls. The latter was prevented from attending the meetings of the Commission when the Report was being discussed, and he has therefore felt himself unable to sign it.

COMMISSION OF ENQUIRY INTO THE PROPERTY AND REVENUES OF THE CHURCH

REPORT

Preliminary.

(1) The terms of reference of the Commission * as adopted by the Church Assembly are set out on the opposite page, together with the names of the members originally appointed by the Archbishops, and the changes which have since taken place.

The Commission at its first meeting on March 9th, 1921, appointed a Sub-Committee consisting of the Chairman, the Bishop of Bristol, Sir George Murray, Lord Hugh Cecil, Sir Lewis Dibdin, Canon Headlam, the Rev. F. A. Iremonger, and Mr. W. R. Le Fanu, with the Secretary, to prepare and submit forms of Return to be obtained from various classes of ecclesiastical officers, both clerical and lay. This Sub-Committee, which held nine meetings, was also entrusted with much of the detail work in planning out the subject matter of the terms of reference, and in making recommendations to the Commission as to the scope and order of its enquiry.

The Commission has issued two Interim Reports. The first (C.P.F. 1), dated 24th May, 1922, had reference to the Temporary Suspension of Canonries belonging to certain capitular bodies, and was made in view of urgent representations by some Chapters.

The Second Interim Report (C.P.F. 3), dated 5th October, 1922, recommended, in answer to a reference by the Assembly, that provision should be made so as to authorise the Ecclesiastical Commissioners, during the seven years next following the passing of the Ecclesiastical Dilapidations Measure, to provide out of the income or capital of their Common Fund contributions not exceeding in the aggregate £350,000 towards the cost of making good existing dilapidations in cases where such assistance is most needed, any contributions out of capital to be replaced out of the income of future years. The sum which the Ecclesiastical Commissioners have indicated their intention to provide is actually £500,000, and a clause empowering them to provide this sum is contained in the Measure which has been passed by the Assembly. The Report also dealt with certain points arising out of the Dilapidations Measure, and recommended the passing of a Diocesan Boards of Finance Measure, which should provide the necessary minimum of uniformity in the constitution and powers of these bodies. We were asked by the Standing Committee to prepare such a Measure, and it will shortly be forwarded to the Assembly.

Method of obtaining Information.

(*a*) *Returns.*

(2) After careful deliberation we were satisfied that the first step towards possessing ourselves of the necessary facts and information was to issue a series of questions to all categories of ecclesiastical officers. Forms of return † were therefore prepared by the Sub-Committee and approved (after discussion and amendment) by the Commission. These returns were sent out in the course of June and July 1921 to the following :—the Archbishops and Bishops, Deans and Chapters, Archdeacons, Provincial Lay Officers (Dean of the Arches, Judge of the Chancery Court of York, and Master of the Faculties, Vicars

* At the request of the Standing Committee of the Assembly the title " Commission " has been adopted in lieu of " Committee."

† These forms of return are printed in Appendix C, at pp. 197, 206, 252, 254, 356–362, 404, 408.

General of both Provinces, and their Registrars), Diocesan Lay Officers (Chancellors, Registrars, Bishops' Legal Secretaries, Surveyors, Archdeacons' Registrars). These returns were in each case accompanied by a covering letter signed by the Chairman. In addition, forms of return were sent to all Diocesan Boards of Finance, and elaborate information was obtained from the Central Board of Finance, and Oxford and Cambridge Universities and Colleges, while a number of Societies were asked to supply their report and balance sheet.

(3) We are pleased to state that with a few exceptions the information asked for was given readily, fully, and promptly; indeed, we recognise that without the willing co-operation of everyone concerned in supplying us, even at very great trouble, with the information required, we could not have reported with anything like the completeness which we hope we have achieved. We believe that we obtained returns from every body or person applied to, with the exception of the Birmingham Diocesan Board of Finance, where every effort to obtain a reply failed, and two diocesan Surveyors who were suffering from very serious illness, to which one succumbed.

(4) The heaviest part of the task was naturally to obtain the required information from parochial incumbents, and we could not have succeeded without the assistance of the Ecclesiastical Commission, who undertook to send out an elaborate form of return (settled in consultation between us and the Secretary of the Ecclesiastical Commissioners) to all incumbents; to obtain and check replies; and to furnish us in concise form with the more important statistics obtained. This involved dealing with over 13,000 returns,* and necessarily occupied the Ecclesiastical Commission with its limited staff a long time. The return sent out by the Ecclesiastical Commission is printed in the Appendix at page 254, and the principal summary form supplied to us in respect of each benefice by the Ecclesiastical Commission at page 274. These forms we have had summarised by Dioceses and finally for the whole country in a way which will, we hope, shew the financial position with relation to the parochial clergy as concisely as is consistent with giving the essential information.

(5) We think it is worth calling attention to the fact that the form of the annual return of parochial statistics sent out and tabulated by the Central Board of Finance for the purposes of the Year Book has, so far as incumbents' incomes are concerned, been based substantially on the form prepared by the Secretary of the Ecclesiastical Commissioners in collaboration with our Commission, thus affording a fairly accurate measure of comparison. A comparison of our figures (which do not all relate to the same year) with those in the 1924 Year Book (with the necessary corrections) shews that the margin of variation is very small, as will be seen from the following figures :—

	Commission's Figures.	Official Year Book 1924.
Total income of incumbents for 37 English Dioceses .	£5,490,649	£5,545,487
Total number of incumbents	12,870	12,928

(6) The principal other corporations holding property in connection with the Church are the Governors of Queen Anne's Bounty and the Ecclesiastical Commissioners for England. We were supplied by these bodies with copies of the able and lucid pamphlets recently issued by each of them,† and with copies of their Annual Reports and Accounts. They also furnished us, with the greatest promptitude and willingness, with figures and information dealing with a multitude of financial points bearing not only upon their own affairs, but also with the affairs of the corporations sole and aggregate with whom they have to deal, and also with much historical information which we could not otherwise have obtained.

We desire to say that not only are we, but the whole Church is very much indebted to these great institutions for the willing help they have given us in every possible direction.

We have also obtained much valuable information and assistance, readily given, from the Secretary and staff of the Central Board of Finance.

* We are informed that returns were actually received in respect of nearly 94 per cent. of the total number of benefices, the remaining returns having been compiled as fully as possible from the information in the possession of the Ecclesiastical Commission.

† "The Ecclesiastical Commission: A Sketch of its History and Work," by Sir Lewis T. Dibdin, *First Church Estates Commissioner*, and Stanford Edwin Downing, *Secretary of the Ecclesiastical Commissioners*. Macmillan, 1919. Price 1*s*.

"Queen Anne's Bounty: A Short Account of its History and Work," by William Richard Le Fanu, *Secretary and Treasurer of Queen Anne's Bounty*. Macmillan, 1921. Price 1*s*.

The latter owes its existence in part to a request of the Commission.

The preparation, circulation and tabulation of the returns other than those from incumbents and the collection of the other information was a comparatively light task, and this was substantially completed by the end of July 1922; but the Commission in their earlier deliberations did not realise the amount of time and labour involved in sending out, obtaining, and tabulating the incumbents' returns.* As a result of this, a number of the figures we had obtained at an earlier period were somewhat out of date. Where we have been able to obtain accurate information of a later date (*e. g.* as in the Official Year Book for 1924), we have used it.

(*b*) *Oral Evidence.*

(7) We took oral evidence from 66 witnesses, who with few exceptions appeared in answer to a request from us. The great majority of these witnesses furnished us in advance with a précis of their evidence, and these précis, together with the most important of the documents referred to, are printed in the Appendix. A verbatim shorthand note of all the evidence given was taken with great accuracy, and was submitted to the witnesses for correction. As the hearing of evidence occupied twenty-four days, we did not feel justified in incurring the expense of printing it verbatim, but a full and careful summary was prepared for us by a gentleman exceptionally well qualified for the task. This summary (which was also submitted to the witnesses for correction) is printed in the Appendix.†

(8) The witnesses examined included nine Bishops, eight Deans, representatives of the Central Board of Finance, and twelve Diocesan Boards of Finance, and of the Ecclesiastical Commission and Queen Anne's Bounty, and also representative lay officers. We are also much indebted to the valuable assistance given us, both orally and in writing, by representatives of the Church of Ireland and the Church in Wales, and by a memorandum from the Wesleyan Methodist Church.

(*c*) *Other representations.*

(9) We arranged, in May 1922, for an announcement to appear in the leading Church and daily papers, inviting persons desirous of doing so to submit remarks. These remarks (in some cases supplemented by oral evidence) were carefully considered by the Commission, and a selection of them has been printed.

Historical Survey.

(*a*) *General.*

(10) Before proceeding to a survey of the existing revenues of the Church it may not be out of place to refer briefly to the results of previous enquiries in modern times, and to set out some figures which may enable a comparison, however imperfect, to be formed between the present position and the position in the not remote past.

(11) In 1832 a Royal Commission was appointed with a reference not very different from our own. The Report of this Commission, commonly known as the Ecclesiastical Revenues Commission, was based mainly on the figures for three years preceding the 31st December, 1831, and, with the Reports of the Church Enquiry Commission appointed in 1835, led directly to the foundation of the Ecclesiastical Commission.

(12) In 1891 a Return of the property and revenues of the Church was made in accordance with an address of the House of Commons, dated 20th June, 1887.‡ While the information obtained was no doubt voluminous, the Return itself is in far less detail than the 1835 Return, and is arranged in a way which unfortunately does not enable comparative figures to be given easily or exactly. We have, however, obtained some supplementary figures for this date from the Ecclesiastical Commission.

We give below under separate headings comparative figures with explanatory remarks, shewing approximately the position in 1831 and in 1891. The position is complicated, and comparison with the present position rendered difficult, by the disestablishment of the Church in Wales.

(*b*) *Archbishops and Bishops.*

(13) According to the Return of 1835 the net revenues of the twenty-two archbishopricks and bishopricks (excluding Wales and Sodor and Man) derived from the estates of

* The last diocesan series of tabulated sheets of incumbents' returns was received from the Ecclesiastical Commission on 28th September, 1923.

† Appendix A, pp. 9–184.

‡ It will be observed that this Return, dated 22nd June, 1891, took exactly four years to make.

the Sees amounted to £144,156, or an average of £6552. The revenues of the four Welsh bishopricks were £13,586, and of Sodor and Man £2550, making a total of £160,292. The actual incomes, however, were very unequal. Thus the income of Canterbury was £19,182; of Durham £19,066; of London £13,929; of York £12,629; of Winchester £11,151; and of Ely £11,105. After these, there was a heavy drop, the next in order of income being Worcester with £6569, and the last two being Rochester with £1459, and Llandaff with £924; six of the incomes (including two in Wales) were under £2500 and fourteen (also including two in Wales) under £4000.

These figures, however, did not include the income, often very large, arising from various offices and preferments held at that date by several of the Bishops *in commendam*, but not permanently annexed to their bishopricks, such as deaneries, canonries, prebends, benefices, Cathedral chancellorships, etc. Thus the Bishop of Oxford with an income derived from the estates of the See of £2648 held also the deanery of Canterbury (£2000), the benefices of Blithfield (£3288) and Leigh (£748), bringing his total income up to £8684. The Bishop of Llandaff, the revenues of whose See were only £924, was also Dean of St. Paul's with an income of £2965.

(14) In 1891 the total archiepiscopal and episcopal incomes—which had been fixed by or pursuant to the Act 6 & 7 Wm. IV cap. 77—were as follows :—

	£
(*a*) Twenty-three English archbishopricks and pre-1875 bishopricks (excluding Sodor and Man * but including Manchester and Ripon, and the united Sees of Gloucester and Bristol) . .	130,900
(*b*) Six newly founded Sees †	20,327
(*c*) Sodor and Man (£3,700) and four Welsh bishopricks . . .	20,800
Making a total of	172,027
Or an average (excluding Sodor and Man and the Welsh bishopricks) of .	5,215

In the case of fourteen Sees out of the total of thirty-four (including Wales), the estates forming the permanent endowment of the Sees were being managed by the Ecclesiastical Commission under section 11 of 23 & 24 Vic. cap. 124; in the case of twelve Sees the estates were vested in the Ecclesiastical Commissioners under section 2 of that Act, and the statutory incomes were paid to the holders by the Ecclesiastical Commissioners out of their Common Fund.

(*c*) *Cathedral and Collegiate Churches and Capitular Bodies.*

(15) At the period covered by the 1835 Report the net aggregate corporate income of the capitular bodies of the twenty-six Cathedral and Collegiate ‡ Churches which were dealt with in that Report and from which we have obtained returns was £199,091.§ In the case of nine of the English Cathedral or Collegiate Churches there were also separate corporations of Vicars Choral, Priest Vicars, or Minor Canons with a total income of £4170.

In addition to this there were also (in England and Wales together) certain separate estates with a net aggregate income of about £66,000 belonging to various corporations sole attached to Cathedral and Collegiate Churches. This income included a sum of £4878, which constituted the total net income of fifty-six archdeaconries.

(16) At the period to which the 1891 Return relates ‖ the total gross annual value of the endowments of Cathedral and Collegiate Churches was as follows :—

* The Diocese of Sodor and Man has been for a long time in an anomalous position. The Ecclesiastical Commission has no powers over the Manx Diocese and its benefices, it holds no funds and makes no grants in connection therewith, and questions have been raised to what extent the Diocese is legally part of the Church of England. The Manx view is, for example, that the Enabling Act does not apply to the Isle of Man, and an "Enabling Bill" is now before the Manx legislature, but the Diocese sends representatives to all three Houses of the National Assembly of the Church of England.

† This includes the full endowment of the bishoprick of Wakefield, which, as a note in the Return shews, was not provided until shortly after the period to which the Return relates.

‡ St. Peter's, Westminster, and St. George's, Windsor.

§ There were also included in the 1835 Return four capitular bodies in Wales with a total corporate income of £2387, and the Collegiate Churches of Middleham, Southwell and Wolverhampton, which are not now, for various reasons, included in our returns. *Per contra*, we received returns from four post-1835 Chapters or quasi-Chapters, namely, Coventry, St. Albans, Southwark, and Truro.

‖ This was after the reorganisation effected by the Cathedral Act, 1840 (3 & 4 Vic. cap. 113), which involved large readjustments of income and the abolition of most of the separate estates belonging to various corporations sole.

	Gross Annual Value. £
English Chapters.	
*(a) Ancient endowments, estates, etc.	185,410
(b) Ecclesiastical Commissioners: Commutation payments, etc. (including payments for chapter clerks)	114,260
English Vicars Choral and Minor Canons.	
*(c) Ancient endowments, estates, etc.	3,684
(d) Ecclesiastical Commissioners: Commutation payments	8,980
	312,334
Welsh Chapters.	
*(e) Ancient endowments, estates, etc.	3,366
(f) Ecclesiastical Commissioners: Commutation payments	6,300
Welsh Vicars Choral and Minor Canons.	
(g) Ecclesiastical Commissioners	1,100
	£323,100

The following observations should be noted concerning the above statement:—

i. The commutation payments made by the Ecclesiastical Commissioners include payments for chapter clerks. Payments by the Ecclesiastical Commissioners to Deans and Canons † and the value of houses of residence are excluded.

ii. It is compiled on the basis of the 1891 Return, which is in reality a record of the gross annual value of endowments rather than of receipts from endowments. Tithe rent-charge, for instance, is returned at par value.

iii. The estates, etc., of the Vicars Choral and Minor Canons are included in the total, as are fabric funds and revenues of fabric estates.

iv. The Commissioners made up the income of the Deans of Hereford and York to £1000 and £2000 respectively, and paid £4200 per annum for the stipends of the Deans and Canons of Bangor and St. Asaph; these payments have not been included.

v. The Westminster Chapter has been treated as shewn in the 1891 Return, and not in accordance with the note made therein, *i. e.* as still owning its own estates, which were, in fact, transferred to the Ecclesiastical Commissioners in 1888.

vi. The following are included in the 1835 but not in the 1891 Return:—

Christ Church, Oxford.
Middleham
Wolverhampton } abolished.

(d) Parochial Clergy.

(17) Queen Anne's Bounty was given by its first Charter in 1704 special powers to ascertain the number of livings of the yearly value of less than £80.

The returns made in answer to the necessary enquiries shewed that of about 10,000 livings then existing in England and Wales (of which probably 850–900 were in Wales) there were 5082 of less than this yearly value of £80 (of which 619 were in Wales); 4446 of them were under £60; 3043 under £40; and 1216 under £20.

(18) At the date of the 1835 Return there were in England 9842 benefices (including about 45 Sinecure Rectories). According to returns made in respect of 9673 of these, their total net income was £2,844,426 or an average of £294. In 1644 of the benefices (excluding Sinecure Rectories) the income was less than £100, and in 4299 less than £200. At the other extreme there were eighteen of £2000 and upwards (all in England), including one of £4843 and one of £7306.

There were 4807 curates—about three-quarters of these being employed by non-resident incumbents—the average stipend being £82.

There were 5620 "fit" residence houses, 2478 benefices with no residence house, and 1595 with no "fit" ‡ residence house.

* The total of (a) (c) and (e) is the total given in the Summary of the 1891 Return.

† The payments under this head are those indicated in observation iv above.

‡ "Fit" is explained as meaning actually occupied by the incumbent, although returned as in bad repair; "unfit" as being in a dilapidated condition or insufficient for the accommodation of the clergyman and his family from the want of room and proper offices.

There were about 45 Sinecure Rectories, about half of which were in the patronage of the Crown or an ecclesiastical corporation; the net income from 42 of these was £12,760.

(19) In 1891 there were (including Wales) 13,979 benefices with an aggregate gross income * of £4,213,662, or an average of £301. The sources of this gross income are set out in the Return as follows:—

	£
Lands	991,212
Tithe Rentcharges, Corn Rents, etc.	2,628,874
Houses and Ground Rents	131,449
Mineral Wayleaves, etc.	5,111
Manors	1,177
Ecclesiastical Commissioners:	
Payments, etc., in respect of Benefactions	60,882
Dividends on Trust Stocks	60,541
Queen Anne's Bounty:	
Payments in respect of Grants	48,271
Payments in respect of Benefactions	43,453
Dividends on Stocks	42,075
Dividends on Government Stocks	47,274
Dividends on other Securities	28,659
Ancient Stipends, Rentcharges on Estates, and Receipts not otherwise defined	124,684
	£4,213,662

In addition to this there were annual payments made by the Ecclesiastical Commissioners to incumbents in respect of augmentation grants from their Common Fund amounting to £597,000, bringing the average gross income up to about £344. There were 11,667 parsonage houses (not distinguished as "fit" or "unfit").

Present Position.

(20) We propose to follow substantially the lines of the terms of reference, taking first the ecclesiastical and lay offices held in the Church of England, and secondly the official bodies (Ecclesiastical Commission and Queen Anne's Bounty) and semi-official bodies (Central Board of Finance and Diocesan Boards of Finance). Tabular statements in considerable detail will be printed in the Appendix; in this part of our Report we propose to confine ourselves mainly to an explanatory commentary, with a summary of the principal facts.

(*a*) *Archbishops and Bishops.*

(21) The whole of the incomes of Bishops are paid to them by the Ecclesiastical Commissioners (i) in the case of bishopricks created before 1875 out of the Common Fund pursuant to section 3 of 23 & 24 Vic. cap. 124, or (in 14 cases out of 23 where the bishoprick has been re-endowed with permanent estates) under section 11 of that Act; (ii) in the case of 14 bishopricks created after 1875 from the Endowment Fund of the bishoprick held by the Commissioners as trustees under the Act or Acts authorising the formation of the bishoprick.† The total amounts of the incomes paid for the 23 pre-1875 bishopricks is £125,500 and for the post-1875 bishopricks £42,741 (including a sum of £9600 transferred from the stipends of the pre-1875 bishopricks), making a total of £168,241. These incomes are gross, and out of them have to be found in all cases loan charges (if any), income-tax, rates, repairs and dilapidations, insurance, legal expenses, chaplains and secretaries, printing and postage, travelling, first-fruits and tenths, and, of course, living expenses and hospitality both private and official. In addition to these there is now (February 1924) in nine cases a substantial deduction made from the gross

* The Return does not specify what is meant by "gross income."

† These bishopricks were constituted under various Acts of Parliament, beginning with 38 & 39 Vic. cap. 34 (St. Albans), the last being 7 & 8 Geo. V. cap. 57 (Coventry and Bradford). Their endowments are derived entirely from funds raised by voluntary means and by contributions from the incomes of the "mother" Sees. No contributions have been made from the Common Fund of the Ecclesiastical Commissioners.

The See of Sodor and Man receives its income direct, mainly from tithe. In 1921 it was £2225.

income by way of pension to a retired Bishop. In some cases also the whole or part of the stipend of a Suffragan Bishop is paid by the Diocesan. Further, there are heavy initial expenses in the nature of "succession fees" and payments for furniture and fixtures and other expenses on appointment.

(b) Cathedral and Collegiate Churches and Capitular Bodies.

(22) We have received returns, which have been analysed for us with great care by Mr. C. N. Latter, from the Chapters of twenty-six Cathedral or Collegiate Churches.* Owing to variations in the methods in which the accounts of the different Chapters are stated, we have found it very difficult to arrive at a figure which will represent their true revenue. But from the information which we have obtained from the Chapters and the Ecclesiastical Commissioners (through whom a large proportion of the capitular revenues is brought to account) we think that the following figures may be taken as approximately correct:—

	£
Received from the Ecclesiastical Commissioners	166,579
From estates, dividends, and miscellaneous sources . . .	152,257
Total	£318,836

It has not been possible in all cases to obtain particulars of the "fabric" and other special funds, or of the separate estates of Priest Vicars or Minor Canons.

(23) As regards the constitution of existing capitular bodies, we have received memoranda which are printed in the Appendix, namely:—

(i) "Memorandum on the two main types of English Cathedrals," by the Deans of Wells, Lichfield, and Salisbury.
(ii) "Memorandum on Deans and Chapters," by the late Dean of Carlisle.
(iii) "Notes on the Statutes of the New Foundations," by the Deans of Winchester and Gloucester.

It is unnecessary to say that these memoranda embody much thought, learning and research; parts of them, however, deal with questions both of history and of policy on which there are divergences of views, and we do not wish to be taken to endorse all the statements or views contained in these memoranda, many of which have little direct bearing on our enquiry.

(24) The position is complicated by the vicissitudes of the capitular estates. One Chapter (Hereford) has retained and managed its own estates throughout; in 13 cases the capitular body has (not always to its own advantage) exercised its option to be re-endowed with specific estates by the Ecclesiastical Commissioners; while in 18 cases the Ecclesiastical Commissioners pay over to the Dean and Chapter out of their Common Fund a fixed sum in consideration of the transfer to them of the estates. All payments by the Ecclesiastical Commissioners to Deans and Chapters are payments less income tax, a fact which greatly complicates the summarising of the accounts owing to refunds of income tax obtained. The income received is divided in different ways. In some cases the stipends of the Dean and Chapter are a first charge on the income either by way of a fixed sum or a percentage of the total income; in other cases the Dean and Chapter in effect divide only the balance left after making provision for the fabric, staff and services of the Cathedral. There are variations of treatment of such questions as repairs and rates on the houses of residence; in several cases there are special fabric or repair funds, and the Manchester Deanery is in a different position to any of the others owing to special legislative enactments.

The provision† whereby the Ecclesiastical Commission are under an obligation to make up capitular incomes to a certain figure (*i. e.* £1000 for Deans and £500 for Canons) has, in recent times only been made use of in the case of York, Salisbury and Hereford, either because the existence of such provision was unknown or because it was to a large extent nullified by the fact that it makes provision for *average* annual incomes, so that in any year in which there is a surplus the Ecclesiastical Commission are entitled to receive the surplus towards making good earlier payments for this purpose.

* Bristol, Canterbury, Carlisle, Chester, Chichester, Durham, Ely, Exeter, Gloucester, Hereford, Lichfield, Lincoln, Manchester, Norwich, Christ Church Oxford, Peterborough, Ripon, Rochester, St. Paul's, Salisbury, Wells, Westminster, Winchester, Windsor, Worcester and York.
Coventry, Newcastle, St. Albans, Southwark and Truro are not included in the above figures.
† The Cathedral Act 1840 (3 & 4 Vic. cap. 113), s. 66.

(c) *Minor Canons, etc.*

(25) In some Cathedrals there is an independent corporation (with separate funds) of Minor Canons or Vicars Choral or Lay Vicars, and in some cases two; in other cases there are special funds earmarked solely for the payment of the stipends of these officers. As already pointed out, in a number of cases the separate income of the independent corporation is inadequate and has to be supplemented out of the capitular funds. In some cases, too, lapse of time has rendered the constitution of these corporations completely out of date and unworkable. Thus at Hereford the Vicars Choral are an entirely independent corporation with property of their own (mostly held on the old system of leases renewable on fines) and holding freehold offices; the statutes, number of members of the corporation, and duties are quite out of touch with present-day conditions, and the income of the corporation is inadequate for the purpose; satisfactory results are only obtained to-day by friendly arrangements with the capitular body.* At St. Paul's the status of the Minor Canons was the subject of Parliamentary legislation in 1874.†

(d) *Archdeacons.*

(26) There are 93 Archdeacons in England (excluding the Isle of Man). The normal stipend of an Archdeacon is £200 a year gross, this being a statutory maximum and the whole income being found where there is no other provision (*i. e.* in about 36 cases) by the Ecclesiastical Commission out of their Common Fund. In about 34 other cases the income of certain endowments is supplemented out of the Common Fund so as to bring it up to £200; the income not infrequently is found by an archdeaconry being annexed to a canonry or a canonry to an archdeaconry. There are a few exceptional cases, and in a small and diminishing number of archdeaconries certain small procurations and visitation fees and other fees are still collected. A large number of Archdeacons are at the same time parochial incumbents, and in one or two instances an archdeaconry is held by a Suffragan Bishop.

Out of this sum of £200 income tax has to be paid and all travelling expenses; it is common knowledge that of recent years substantially more work has been delegated by the diocesan Bishop to Archdeacons, thus reviving the old description of the Archdeacon as *oculus episcopi*.

The application of the funds of the Ecclesiastical Commissioners towards increasing the stipends of Archdeacons beyond the present figure of £200 would require legislative sanction.

(e) *Rural Deans.*

(27) In most Dioceses increasing use is being made of rural deans for the purpose of general supervision (under the Ordinary) of 5 to 61 incumbencies.‡ No stipend is officially attached to the post, but in certain cases a small grant is made which probably about covers expenses of travelling, postage, etc. No special returns were asked for by the Commission from rural deans.

(f) *Parochial Clergy.*

(28) We have received returns relating to 13,412 benefices (12,870 incumbents) procured for us (as already stated) through the Ecclesiastical Commissioners, who have tabulated these returns in a form which gives us all the material particulars relating to each benefice; these tabular statements have again been thrown into a more concise form, which shews for each Diocese the number of benefices classified according to (i) population,§ and (ii) net income.‖

The figures of net income are deduced from the particulars given on the form printed in the Appendix at page 274 for every benefice in the country, that is to say: from the gross income from land, tithe rentcharge, manorial rights, etc., are deducted the usual outgoings, such as land tax, rates, repairs, collection, insurance; and also (in some cases) certain permanent outgoings from the benefice, consisting mainly of ecclesiastical dues and charges in favour of some other benefice. To this is added the actual income received from other sources in respect of *permanent* endowments (*e. g.* Dividends: Ecclesiastical Commission and

* See the evidence of the Dean and the Custos of the College of Vicars Choral, Appendix A, pp. 148, 156, 157.

† The St. Paul's Cathedral, London (Minor Canonries) Act, 1874 (38 & 39 Vic. c. lxxiv.), which, while preserving the Corporation with its corporate property, reduced the number from 12 to 6, raised their incomes, provided that houses should be found for them by the Ecclesiastical Commissioners, made provision (by way of scheme of the Ecclesiastical Commissioners) for their duties, residence, and enforced retirement on a pension, and transferred the separate estates of the Minor Canons (as opposed to the Corporation) to the Ecclesiastical Commissioners for their Common Fund.

‡ The *average* ranges from 30 in Wakefield to 12 in Worcester, the average for the whole of England being 17.

§ The population is that shewn in the census returns of 1911, as the figures of the 1921 census are not yet available for most ecclesiastical parishes. ‖ The details are given in Appendix C, pp. 276–351.

Queen Anne's Bounty). The total figure thus obtained is treated as the net income from endowments. In addition to this income from endowments there is in nearly all parishes an income from such sources as Fees, Easter Offerings, Pew Rents, etc. This income (taken on an average of three years) is treated as the net income from unsecured sources. Voluntary payments by (*e. g.*) the Patron, a Diocesan Fund, or the Queen Victoria Clergy Fund are regarded as not certain enough to be included in this column. Temporary charges such as mortgage payments and pensions to resigned incumbents are not deducted, nor is income tax, which cannot be estimated with any accuracy since the rate depends on the circumstances of each individual. All benefits and outgoings in respect of parsonage houses are also excluded.

(29) The net income of the 13,412 benefices, calculated on this basis, amounts to £5,490,649, giving an average of £409 8*s.* 0*d.* to each, or, for the 12,870 incumbents, an average of £426 12*s.* 0*d.* to each.

It may also be convenient to give in this place the following summarised statistics, on which we shall have to comment in a later portion of this Report :—

Total number of benefices with a population of less than 300	2,770
" " " " " " between 300 and 500	2,061
" " " " " " " 501 and 1000	2,493
" " " " " " " 1001 and 4000	3,090
" " " " " " " 4001 and 10,000	2,330
" " " " " above 10,000	667
Total number of benefices with a net income of £300 and under	4,087
" " " " " " between £301 and £500	6,450
" " " " " " " £501 and £700	1,747
" " " " " " over £700	1,128

The returns further enable us to give the total number of parsonage houses as 11,900,* of which 2728 are returned as "unfit," 2252 because they are too large, and 476 for various other reasons.

(30) We have received from the Ecclesiastical Commission a return of Sinecure Rectories still in existence. There are altogether nineteen of these, sixteen of which are in the patronage of private individuals, one of the Lord Chancellor, and two of Oxford Colleges. The total net income from endowments of the nineteen Sinecures amounts to approximately £3624, together with some landed property amounting in all to about 130 acres. These Sinecure Rectories have, for the purposes of our tabulation of incumbents' returns, been treated as separate benefices (although in practically all cases the present incumbents of the Sinecure Rectories hold other offices) save in the five cases where the Sinecure Rector holds the corresponding vicarage.†

(*g*) *Unbeneficed Clergy.*

(31) It is impossible to give an exact figure of the total number of unbeneficed clergy in the country, and we did not obtain any returns from them, but the information contained in the incumbents' returns gives the following figures :—

Total number of curates employed :—

(*a*) Whole time	4,292 ‡
(*b*) Part time	164
	4,456
	£
Total amount of stipends	946,137 §

* In the number we include all cases where an incumbent is in fact provided with a house rent free. See Appendix C, p. 352.

† Where the rectory and the vicarage have been held together for many years the income may be taken to be practically inseparable, though they may never have been legally united.

‡ Including 7 honorary.

§ Additional provision is made in the following cases :—

House	155
Rooms	4
Board and Lodging	9
Offertory	184

The figure of £946,137 represents the stipends of 4115 whole time curates and 163 part time curates only. The stipends of 177 whole time curates and of 1 part time curate are not given in the returns.

Sources from which stipends are raised :—	£
Ecclesiastical Commission	125,653
Central Societies	62,846
Diocesan Funds	83,929
Parish	512,865
Incumbent	105,776
Endowment	32,963
Miscellaneous	22,105

These figures give an average stipend for curates of £225 10*s.* 0*d.**

(*h*) *Lay Officers.*

(32) These consist of the Dean of the Arches and Judge of the Chancery Court of York (both unpaid), the Master of the Faculties, the Vicars General of the two Provinces, diocesan Chancellors, the Registrars attached to all these offices, the Bishops' Legal Secretaries, and the Archdeacons' Registrars. All these officers (save as stated) are paid by fees, and with the exception of the Bishops' Secretaries all hold by a freehold tenure.

According to the returns which have been made to us † the aggregate amount of the fees received in 1912 and 1920 was as follows :—

	1912	1920
	£	£
Provincial Officers (including the Master of the Faculties)	2,617	6,722
Diocesan Chancellors	4,300	14,351
Diocesan Registrars	11,926	32,771
Bishops' Secretaries	10,163	10,486
Archdeacons' Registrars (about)	4,000	4,500
	33,006	68,830

The years 1915 to 1920 shewed an abnormal increase in the fees received by the first three sets of officers in the above table, owing mainly to the enormous increase in applications for marriage licences during the War, and of fees for faculties for War memorials. There is no doubt that since 1920 the total fees received by these officers have fallen steadily, and very heavily, and they are still falling, though they will probably remain at a slightly higher level than before the War.‡ In the case of Bishops' Secretaries there was a substantial decrease in fees during the War owing to the shortage of ordination candidates.

(33) Attention should be called to the following points in this connection.

(i) Nearly all the diocesan officers concerned are expected to and willingly give much unpaid assistance on legal and semi-legal questions, not only to the Bishop, but also to the subordinate clergy of the Diocese (and indeed not infrequently to such bodies as the Diocesan Conference or Diocesan Board of Finance or sometimes Parochial Church Councils).

(ii) A very large proportion of the total fees received (nearly two-thirds) are paid not by the clergy but by the laity, and are paid in respect of " luxuries " such as marriage licences, and faculties; this is, however, not so in the case of Bishops' Legal Secretaries, whose remuneration consists almost entirely of fees paid by the clergy of the Diocese.

(34) We have obtained returns from practically all diocesan Surveyors, but as their work is confined almost entirely to dilapidations, a subject which has been investigated by a separate committee, and is fully dealt with in the Dilapidations Measure, we think it unnecessary to go into the matter again.

* Omitting the honorary curates and counting part time curates as one half each, and eliminating cases where the stipend actually paid is not stated.

† See Appendix C, pp. 363–386.

‡ The decline is illustrated by the following figures, which are probably fairly representative :—

	1912	1918	1920	1922	1923
Peterborough :	£	£	£	£	£
Chancellor	134	212	417	216	215
Registrar	372	749	953	543	551
Southwell :					
Chancellor	173	650	631	401	334
Registrar	385	1255	1251	748	662
Worcester :					
Chancellor	109	211	159	101	91

(i) *The Ecclesiastical Commission.**

(35) The foundation of the Ecclesiastical Commission in 1836 was one of the results of the Report in 1835 of the Ecclesiastical Revenues Commission of 1832, and the first four Reports of the Church Enquiry Commission of 1835. On the establishment of the Commission no property or revenues were transferred to them; and on the establishment of the Common Fund in 1840 the revenue available was about £10,000 per annum.

(36) The following statement shows the receipts and payments of the Common Fund for the year ending the 31st October, 1922, after the transfer to the Welsh Church Commissioners of the Welsh Church property under the Act of 1914.

Income of the Common Fund.

	£
Rental of estates, ground rents, tithe rentcharge, mineral royalties, and miscellaneous receipts	1,364,755
Income of episcopal estates managed by, but not vested in the Commissioners	67,029
Dividends and interest	932,075
Balance provided by reduction in amount carried forward	28,551
	2,392,410

Payments out of the Common Fund.

	£
Augmentation and endowment of benefices	989,340
Grants in respect of curates	122,884
Grants in respect of pensions to clergy	53,763
Payments for pre-1875 bishopricks (including £9,600 paid therefrom to post-1875 bishopricks)	136,309
Payments to Chapters †	141,746
Payments for fabric and services of Southwell Minster	5,992
Payments to Archdeacons	17,318
First-fruits and tenths	1,438
Establishment charges, legal expenses, etc.	107,091
Income Tax	235,650
Special grants to incumbents and curates on account of War conditions	145,760
To Appropriation Fund, for augmentation and endowment of benefices	350,000
For other purposes	5,119
To Minerals Depreciation Fund	80,000
	2,392,410

(37) In addition to the Common Fund the Commissioners hold various Special Trust Funds for the benefit of Bishops, dignitaries, incumbents, etc.; and the following statement shows the approximate figures in respect of these funds for the year ended the 31st October, 1922.

Receipts.

	£
Aggregate income from Rentals, Dividends, etc.	926,266

Payments.

To post-1875 Bishopricks	35,259
To ancient Chapters and Collegiate Churches	33,110
To modern Chapters and Canonries	1,517
To Incumbents	799,469
To Curates	8,248
Receipts under the Ecclesiastical Leasing Acts capitalized	27,837
Balance	20,826
	926,266

* See "The Ecclesiastical Commission; A Sketch of its History and Work," by Sir Lewis T. Dibdin, *First Church Estates Commissioner*, and Stanford Edwin Downing, *Secretary of the Ecclesiastical Commissioners*. Macmillan, 1919. Price 1*s*.

† Including £2,000 to Newcastle and Truro, £3,500 to Westminster School, £400 to Worcester Cathedral Grammar School, and a special grant of £1,500 to Ely Cathedral Grammar School.

(38) During a period of 82 years ending on the 31st October, 1922, the Commissioners have permanently augmented or endowed more than 8300 benefices in the English Dioceses by grants (partly in the form of annexations of specific tithe rentcharges or lands) exceeding in value £1,258,000 per annum; and benefactions from other sources in connection with these grants amounted to upwards of £333,000 per annum; making a total increased provision of £1,591,000 per annum. This is in addition to the provision made for benefices in the four Welsh Dioceses, which has been retained by the disestablished Church in Wales.

(39) In the course of 1923 the Commissioners practically completed a stage of their scheme of augmentation based on the population of benefices in public patronage,* which has, subject to some exceptions, secured the following results :—

Benefices with a Population of	Annual Income from all Sources.
10,000 and upwards	£400
4,000–9,999	£350
1,000–3,999	£300
300–999	£250

A minimum income of £200 had also been secured for all benefices whether in public or private patronage.

(40) In November 1923, while our Report was in preparation, the Ecclesiastical Commission adopted a further plan by way of completion of their scheme of augmentation for benefices in public patronage * to be undertaken as speedily as circumstances permit, according to the following scale, viz. :—

> " The income from all sources to be raised
> to £300 if the population amounts to 300 and is less than 1000;
> to £350 if the population amounts to 1000 and is less than 4000;
> to £400 if the population amounts to or exceeds 4000;

(the population being taken according to the census of 1921)."

This scheme, we are informed, so far as benefices at present in public patronage * within the Commissioners' meaning are concerned, will involve a charge of approximately £140,000 a year on the Common Fund. If the Benefices Act (1898) Amendment Measure 1922 becomes law, it is probable that a substantial number of benefices will at an early date be transferred into the category of " public patronage," † and this will involve a further charge on the Common Fund. Ultimately, all advowsons will become legally incapable of being sold, and all benefices, therefore, augmentable under the present definition of " public patronage."

(41) The Ecclesiastical Commissioners also provide a varying amount annually (up to a limit of £80,000) towards their pensions scheme for retired incumbents and unbeneficed clergy.

In the case of retired incumbents, from the inception of the scheme in 1907 up to 31st October, 1923, 1609 pensions had been granted,‡ the normal figure being £75; of these 733 amounting to £55,527 per annum were still subsisting. In 55 per cent. of the cases the retired incumbent took a pension out of the living equal on the average to 27 per cent. of the annual value.

The " additional provision " which the Commissioners require was secured mainly from the Clergy Pensions Institution, diocesan funds or private income.

In the case of the unbeneficed clergy, under powers obtained in 1922, 57 pensions (practically all of £75) have been granted; 55 of these, amounting to £3960 per annum, were subsisting on 31st October, 1923. The limit fixed by the Ecclesiastical Commissioners in the case of the unbeneficed clergy is £10,000 per annum.

(42) The landed and other property vested in the Ecclesiastical Commission is in practice managed by a small committee of five, called the " Estates Committee." Under statute (13 & 14 Vict. cap. 94) this Committee acts independently of the General Board, but subject to the right of the Board to lay down general rules for the guidance of the Committee. The

* " Public patronage," for the purposes of the Ecclesiastical Commissioners' schemes of augmentation referred to above, includes in effect all cases where the advowsons are legally incapable of being sold. It includes such patronage as that of the Crown, the Bishops, ecclesiastical corporations sole and aggregate (*e.g.* Deans and Chapters, Deans, Archdeacons, Prebendaries, minor Cathedral corporations, and rectors and vicars as such), and bodies of trustees perpetually restrained from alienating their rights of patronage.

† Under § 2 of that measure.

‡ Including Wales : 68 pensions have since been transferred to the Welsh Church.

Committee consists of the three Church Estates Commissioners and two other members of the Board chosen annually, one always being a Bishop. Many other matters besides the management of property (*e. g.* the award of pensions, union of benefices, formation of new districts) are in practice referred by the Commission to the Estates Committee and virtually decided by them, though their recommendations usually come before the Board for formal confirmation.

(*j*) *Queen Anne's Bounty.**

(43) This institution, though much senior to the Ecclesiastical Commission, has a very much smaller disposable income. The original income consisted entirely of the first-fruits and tenths, the restitution of which by the Crown to the Corporation for the augmentation of small livings was the gift known as Queen Anne's Bounty. This income for the year 1923 amounted to £16,774 5*s.* 1*d.*†

The practice of the Governors was to make capital grants from this income to poor livings, and with these grants to purchase land which was annexed to the livings and is now known as "Bounty Land." Some of the grants were made by lot, others were given to meet gifts (commonly called "benefactions") from voluntary sources. These benefactions were similarly invested. From the end of the eighteenth century, owing to difficulties in acquiring land, the capital grants made to livings were retained, in almost all cases, by the Governors and invested on their corporate account, and fixed rates of interest were allowed to livings; any surplus earned after payment of this interest and administration expenses being added to the income from first-fruits and tenths.

(44) Many other sums belonging to livings (not always poor) are payable under Acts of Parliament to the Governors, who become custodians of the money for the livings concerned. Many of these sums are invested on the corporate account in a similar manner. Others of them are invested on the particular accounts of the benefices concerned.

Between the years 1809 and 1820 grants amounting in all to £1,100,000 were voted by Parliament to the Governors "to be applied by them to the increase of the maintenance of the poor clergy," and were in like manner invested on the corporate account, a fixed rate of interest being paid to the livings to which grants charged on these funds were allocated, and the surplus income falling into the general income of the Governors.‡

Considerable amounts have been spent on the building and renovating of parsonage houses.

(45) At the end of 1920 the total aggregate of benefactions and grants appropriated to augmentable livings was £8,866,112. Of this about £3,700,000 was represented by lands annexed to livings, nearly £2,000,000 had been spent in building and re-building parsonage houses, £390,000 had been transferred to the Church in Wales, while £2,793,372

* See "Queen Anne's Bounty: A Short Account of its History and Work," by William Richard Le Fanu, *Secretary and Treasurer of Queen Anne's Bounty.* Macmillan, 1921. Price 1*s.*

† The details for the year ending 31st December, 1923 are as follows:—

FIRST-FRUITS AND TENTHS CHARGE

No. of Cases.	Paid by	First-Fruits.	Yearly Tenths.	Total.
		£ *s.* *d.*	£ *s.* *d.*	£ *s.* *d.*
36	Archbishops and Bishops	1,351 0 0	1,183 0 6	2,534 0 6
3,360	Parochial Incumbents	4,609 13 8	5,753 10 3	10,363 3 11
60	One Archdeaconry, Deans and Chapters, Holders of Sinecures, Vicars Choral and Prebends	—	518 4 8	518 4 8
	Ecclesiastical Commissioners:—			
459	(*a*) In respect of property formerly belonging to Prebends, etc., now vested in them	509 10 3	949 15 8	1,459 5 11
1,018	(*b*) In respect of livings not exceeding £300 per annum	799 17 2	1,099 12 11	1,899 10 1
4,933		£7,270 1 1	£9,504 4 0	£16,774 5 1

The livings under head (b) were augmented by the Ecclesiastical Commissioners during the years 1920–1922 with sums sufficient to pay and for the express purpose of paying tenths and further annual sums in lieu of first-fruits. Should first-fruits and tenths be abolished these sums would not be payable to the benefices concerned as augmentations—but would (like the sums under (a)), simply cease to be payable by the Ecclesiastical Commissioners.

‡ This fund is known as the "Parliamentary Grants Fund."

remained credited to the augmented livings in the Governors' books and charged upon their corporate investments.

(46) It is impossible to give exact figures as to the increased income of benefices thus provided by the Bounty, but it has been calculated that, leaving out of account the £2,000,000 spent in parsonage houses, the total increase in the income of the livings so augmented is not less than £318,000 a year, £90,000 of which may be attributed to the Parliamentary Grants Fund and its benefactions. The balance (about £230,000 per annum) has been added to the income of poor livings by means of the revenue per annum from first-fruits and tenths.*

(47) In 1919 the Governors of the Bounty came to the conclusion that the augmentation work hitherto done by them had better be left entirely to the Ecclesiastical Commissioners who were already engaged in it, and that the disposable income of the Bounty should thereafter be devoted entirely to the relief of dilapidation charges in suitable cases.

(48) The present position of the Bounty appears to be briefly as follows:—

The Governors hold considerable corporate property on which the capital credited to livings is charged, and also hold securities for particular livings.

The gross income of the corporate property for the year 1921 was £391,709. The permanent charge thereon in favour of livings was £312,720. The balance of £78,989, after the payment of the charges of management and after setting aside certain sums towards a reserve fund to meet depreciation of securities, was added to the income from first-fruits and tenths, and was applied in making provision for the scheme begun by the Governors in 1920 for helping poor livings in respect of their dilapidations.

(49) The income of the Governors at the end of 1921 available for making the provision referred to was about £31,000, but there seems to be reason to think that when the reserve fund against depreciation of securities reaches a figure which the Governors estimate to be sufficient, their available income will increase considerably. It has to be remembered, however, that part of this income (now about £16,770 per annum) is derived from first-fruits and tenths.

(*k*) *Central Board of Finance.*

(50) The Central Board of Finance is a body incorporated under the provisions of the Companies Acts. Previous to September 1921 the representative members (besides co-opted and nominated members) were two or more members elected by each Diocesan Board of Finance. Under the reorganisation of 1921 it consists of one member elected for each Diocese by the Church Assembly representatives of that Diocese, with 10 members nominated by the Standing Committee of the Church Assembly, and 5 members nominated by the Archbishops jointly. The effect is a reduction in members by approximately one-half, the present total membership being 54.

(51) It is now in effect the Finance Committee of the Church Assembly, with four main committees, Finance, Southern and Northern Organisation, and Legal. The following table shews its income and expenditure for 1922 and 1923 grouped under the main heads.

	Year 1922.						Year 1923.					
	Income.			Expenditure.			Income.			Expenditure.		
	£	*s.*	*d.*	£	*s.*	*d.*	£	*s.*	*d.*	£	*s.*	*d.*
Unappropriated	96,463	9	9	2,219	3	1†	94,550	11	0	—	–	–
Training	9,760	19	5	83,989	3	0	11,026	18	11	70,043	16	8
Religious Education	3,188	7	7	31,710	15	5	2,353	10	0	15,367	18	6
Maintenance	1,532	8	7	1,501	15	7	4,049	16	0	—	–	–
Church Extension	1	1	0	—	–	–	167	0	11	—	–	–
Clergy Pensions	178	14	6	367	10	0	5,514	7	7	654	9	7
Clergy Widows and Orphans	9	9	10	—	–	–	5	0	0	—	–	–
Emergencies	1	1	0	—	–	–	—	–	–	—	–	–
Special Purposes	131	17	7	715	15	2	2,370	16	7	767	14	7
Organisation	—	–	–	1,939	10	4	—	–	–	1,647	7	2
Establishment Expenses	—	–	–	17,777	14	5	—	–	–	19,022	16	0
Gifts of Stock	1,000	0	0	—	–	–	500	0	0	—	–	–
Sundry Receipts	2,635	17	11	—	–	–	7,733	10	5	—	–	–
Missionary Council	1,221	10	8	1,201	7	6	302	10	7	2,125	18	10
	£116,124	17	10	£141,422	14	6	£128,574	2	0	£109,630	1	4

(52) As will be seen from the figures printed below, substantially the whole of the amount budgeted for falls to be raised by apportionment on Diocesan Boards of Finance.

* See note †, p. 19.

† We are informed that the expenditure under this head represents extraordinary expenditure which does not fall under any other heading.

Up to the present, however, the amount actually raised has fallen far short of the amount of the apportionment. This is due to various reasons pointed out in the evidence of the Secretary of the Central Board and of the representatives of Diocesan Boards of Finance.

	Total.			Diocesan Contributions.			Central Receipts and Office List, including Capital Receipts.		
	£	*s.*	*d.*	£	*s.*	*d.*	£	*s.*	*d.*
1922 Budget . . .	165,623	0	0	165,623	0	0	—	—	—
Actual receipts .	116,124	17	10	96,550	17	4	19,574	0	6
1923 Budget . . .	158,353	0	0	155,213	0	0	3,140	0	0
Actual receipts .	128,574	2	0	93,401	5	4	35,172	16	8
1924 Budget . . .	151,237	0	0	145,000	0	0	6,237	0	0

The 1924 Budget includes an accumulated deficit of £27,035 (as at 31st December, 1922). This sum is to be raised by quotas from all the Dioceses.

(53) A line of delimitation between central and diocesan functions in finance was laid down in the Report of the Relationship Committee, but the principles of that Report have not been at present fully carried out in practice.

It should be mentioned that the expenditure on training (mainly of Service Candidates) is an item which is decreasing rapidly and will, as at present arranged, disappear in 1927.

The Central Board of Finance also acts as custodian and/or administrative trustee of various trusts, properties and monies bequeathed or given to it.

(*l*) *Diocesan Boards of Finance.*

(54) In all but seven Dioceses there is an incorporated body performing the functions of a Diocesan Board of Finance, though not always called by that name. In a number of Dioceses there is a separate body of trustees acting as a Diocesan Trust, in some cases custodian, and in some cases both custodian and administrative. The membership, functions, income and expenditure of the Diocesan Boards of Finance have recently been the subject of special and exhaustive enquiries for the purposes of the Official Year Book of the Church of England, and the following facts and figures are taken from the 1924 edition, to which reference is made for further particulars. The total membership varies from 200 (Winchester) and 188 (Chester) to 16 (Truro) and 19 (Sodor and Man), the lay members forming in all but five cases the majority. In all but two * cases the elected members, whether elected by the Diocesan Conference or Synod or deanery or archdeaconry, form the majority; but in all cases there are a certain number of ex-officio members, and in most cases there are a certain number either nominated by the Bishop or co-opted or both.

(55) The total figures for the year 1922 (or last financial year) † were as follows :—

Amount received.	£	Amount expended.	£
Parochial Quotas and Contributions	313,356	Training for Ministry § . . .	22,100
Subscriptions and Donations . .	86,720	Maintenance of Ministry § . . .	176,759
Interest from Investments . . .	24,579	Pensions. §	17,897
Other Sources	57,124	Provision for Widows and Orphans §	16,946
		Church Building	35,347
		Religious Education	41,507
		Any other purpose	113,107
		Administration Expenses . . .	39,478
Total.	481,779	Total	463,141
Amount Budgeted for in 1923.‡ .	592,362		

* Liverpool and Southwell.

† In the case of Ely 18 months to December 1922.

‡ In 30 cases this includes both the Central and the Diocesan Quota.

§ In the case of Durham, a sum of £3100 included in "Training for Ministry" is in part expended on "Maintenance of the Ministry," and a sum of £700 included in "Pensions" is in part expended on "Provision for Widows and Orphans."

(*m*) *Church Societies and Ecclesiastical Trusts.*

(56) The Central Board of Finance, in adopting the Report of the Relationship Committee, recommended that steps should be taken to co-ordinate the work of the central Societies with that of the Central Board of Finance. This recommendation has been adopted by the Assembly, and we desire to express our approval of the course proposed.

(57) From the particulars given in the Official Year Book it may be gathered that the Societies "established to promote the work of the Church of England in England" are very numerous. Their objects are extremely diverse; they frequently overlap each other; and the field of many of them, including some of the larger ones, is not limited to England.

They may be classified generally under the following heads:—

Training and maintenance of the ministry;
Church building and extension;
Clergy pension funds;
Relief of distress among the clergy or their dependents;
Educational;
Social work of a religious character;
Propaganda.

(58) A full enquiry into the property and finances of all these Societies would be a work of great difficulty and delicacy, and might possibly be resented in many cases.

Some members of the Commission would prefer to see the work of the Societies carried on by some central authority; those who look to their continuance emphasise the value of autonomy as a factor in the maintenance of their vitality. In any case, they must be regarded as to some extent an uncertain element in the development of the financial policy of the Church at large.

We suggest that further action should be postponed until the Central Board has completed its enquiries.

(59) In view, however, of the importance which we attach to the provision of adequate stipends for the parochial clergy (whether beneficed or unbeneficed), we annex particulars of the expenditure during 1922 and 1923 of the four principal central Societies which minister directly to this object, namely the Additional Curates Society, the Church Pastoral Aid Society, the Curates Augmentation Fund, and the Queen Victoria Clergy Fund.

	1922	1923
	£	£
Additional Curates Society	46,226	34,195
Church Pastoral Aid Society (year ending 31/3/23)	56,000	—
Curates Augmentation Fund	5,580	6,248
Queen Victoria Clergy Fund	11,339	9,508

(60) In connection with the returns which we have obtained from the parochial clergy, we endeavoured to collect information with regard to the Charities or Trusts for ecclesiastical purposes applicable to their several parishes, and a summary of these is given in the Appendix.*

We do not regard these returns as complete; and the purposes to which the Trusts are applicable are not always easy to classify; but the aggregate income is probably not greatly in excess of that shown. To make the returns complete would, we think, involve a local enquiry in many cases; and we do not consider that the result would compensate for the labour involved. It is, however, in our opinion eminently desirable that the several Diocesan Boards of Finance, with these returns as a basis, should compile and keep up to date a complete record of the Trusts operative in their respective Dioceses.

(61) For somewhat similar reasons we have not thought it worth while to undertake an enquiry into all the Trusts or Charities (other than parochial) which might be considered as "appropriated or applicable to purposes of the Church of England in England."

The Charity Commissioners have no separate record of Trusts falling into this category, and it would therefore be necessary to go through the whole of the Trusts under their control. Even when this was done it would be very difficult, in many cases, to decide whether a particular Trust included purposes connected with the Church of England or not.

* Appendix C, at p. 410.

(*n*) *General Summary.*

(62) In the preceding paragraphs we have endeavoured to exhibit a statement of the "Property and Revenues appropriated or applicable to purposes of the Church of England in England." But the items in many cases are of so fluctuating or uncertain a character that a comprehensive summary of the total amount at present available for the needs of the Church would be most likely to give an erroneous impression.

We shall therefore content ourselves with bringing together the following figures, which represent the more certain or durable items in such an account. We are conscious, however, that they can only be regarded as a very rough approximation to the facts at any given point of time.

	£
(*a*) The aggregate income of benefices, according to our returns, after deducting sums received from the Ecclesiastical Commissioners and Queen Anne's Bounty, is	3,389,000
(*b*) The gross income of the Common Fund of the Ecclesiastical Commissioners and of the Special Trust Funds administered by them is	3,290,000
(*c*) The aggregate income of the capitular bodies of the old Cathedrals, after deducting sums received from the Ecclesiastical Commissioners may be put at	152,000
(*d*) The gross income of Queen Anne's Bounty, after deducting sums received from the Ecclesiastical Commissioners, is	390,000
Total	7,221,000

It will be understood that the gross income of the Ecclesiastical Commissioners and of Queen Anne's Bounty stated above is not a free income, but is subject to fixed charges for the benefit of Bishops, capitular bodies, incumbents, the stipends of curates, clerical pensions, etc.; and to charges for administrative expenses; the balance being applied for further augmentation of benefices, dilapidations, etc.*

Matters being dealt with by other Committees of the Assembly.

(63) The following matters have been or are being dealt with by separate committees of the Assembly, and some of them are already the subject of legislation which has reached an advanced stage.

(*a*) *Dilapidations.*

A Measure dealing with this question has passed the Assembly, and (in substantial accordance with our Second Interim Report) the Ecclesiastical Commissioners have intimated that they are prepared to find a sum of £500,000 towards the preliminary cost of putting houses in order in proper cases. A clause empowering them to provide this sum is incorporated in the Measure.

In view of the provisions of the Measure which deals with and radically alters the position of diocesan Surveyors, we have treated these officers as outside the purview of our Report.

(*b*) *Pensions.*

A Pensions Measure which will in substance govern all future ordinands has passed through the Assembly. The Measure, however, admittedly does not cover the ground, and the Pensions Committee of the Assembly is still sitting.

(*c*) *Patronage.*

A special Committee is sitting on the whole question of patronage and the tenure of benefices, and has carried in the Assembly a Measure dealing with the sale of advowsons. The matter is one which, so far as the property and revenues of the Church of England are concerned, has very little direct bearing, and we have therefore only dealt with it incidentally. But if the present Measure terminating the right to sell advowsons on the expiration of the next two turns becomes law, a large number of additional benefices will from time to time fall into the category of benefices treated by the Ecclesiastical Commission as being, for purposes of augmentation, "in public patronage." This process, however, will take a good many years.

* See §§ 36 and 48.

(*d*) *Union of Benefices.*

A general Measure has passed the Assembly. This question has a very direct bearing on the income of benefices, and our comments and recommendations are made in the light of the provisions of the new Measure. The Union of Benefices and Disposal of Churches (Metropolis) Measure is before the Assembly.

(*e*) *Pew Rents.*

A Committee has recently been appointed by the Assembly to deal with this subject, and is, we understand, making full enquiries and collecting statistics. In our enquiries, however, we have had to take into consideration the amount of income received from pew rents, and our remarks and recommendations are made on the present basis. Should any steps be taken to abolish pew rents, this would, of course, affect our Report and the figures on which it is founded.

(*f*) *Ecclesiastical Courts.*

A Committee has recently been appointed to consider the question of the reform of Ecclesiastical Courts, which affects the position of most of the lay officers of the Church, with the exception of Bishops' Secretaries and diocesan Surveyors.

(*g*) *Division of Dioceses.*

Measures for the division of the following Dioceses have passed the Assembly: Winchester, Manchester, and Southwell. We believe that similar Measures dealing with Peterborough and with a Shropshire bishoprick are likely to be introduced before long.

(*h*) *Appointment of Bishops.*

A Committee has been quite recently appointed to consider the whole question of the method of the appointment of Bishops.

RECOMMENDATIONS.

(64) Having completed our survey of the property and revenues of the Church at the present time, we proceed to the second portion of our Reference, which directs us to consider the best mode of utilising or enlarging these resources and to make recommendations accordingly.

(*a*) *The Ecclesiastical Commission.*

(65) We propose to deal first with the Ecclesiastical Commission, because some of the more important recommendations which we shall have to submit depend on the views which we have been led to take with regard to the powers and functions of this body.

The main object of the legislation which led up to the appointment of the Ecclesiastical Commission was, by the suppression of Sinecures and redundant offices, as well as by improvements in the distribution and management of ecclesiastical property, to secure increased provision for the parochial clergy in necessitous cases. This purpose has been steadily kept in view down to the present time, with the results which we have recorded in §§ 38–40 above.

No exception can be taken to the aim of this legislation. The provision of something approaching to a living wage for the parochial clergy was undoubtedly, at that time, the most pressing claim on any funds which could be made available. It is only within the last year or two that the attainment of such a result could be said to be within reach; and we congratulate the Ecclesiastical Commissioners on what they have been able to do and are now planning to do to meet this urgent need.

The powers, however, conferred on the Ecclesiastical Commissioners by this legislation were confined within very narrow bounds; and we submit that the time has now arrived when, without losing sight of the prerogative claim of the parochial clergy, wider powers might be given to the Ecclesiastical Commission to be exercised in the interests of the Church at large.

(66) During the eighty years of the life of the Commission, a great estate and a large fund have, by careful management and successful administration, been built up, and they now occupy a conspicuous position in the eyes of the public and of all those interested in ecclesiastical finance.

It is not surprising, therefore, that the property controlled by the Ecclesiastical Commission has, in fact, come to be regarded as the central fund of the Church; and there is a growing feeling that power should be taken to utilise it, or a part of it, in that way.

(67) We have referred elsewhere to the efforts which are being made by the Diocesan Boards of Finance to contribute towards the maintenance of the clergy; and we desire to urge that in future this purpose should be definitely recognised as a charge to be met out of voluntary contributions to diocesan funds rather than a charge on central funds. It will still be open to the Ecclesiastical Commissioners to use their discretion in rendering assistance in suitable cases.

In short, the maintenance of the clergy is one of the purposes to which the funds at the disposal of the Commissioners can be devoted; but, in our opinion, it should not, when their present schemes have been completed, remain what it has been in the past —almost the only purpose for which they are made available. Unless the hands of the Commissioners are set free and their funds made available for other purposes, it will not, in our opinion, be possible for the Assembly to deal successfully with the large central problems which confront it, and for which financial assistance is urgently required.

(68) It is also reasonable that there should be some power of reviewing and revising many of the transactions which were carried through in the earlier years of the Commission. The legislation of that period appears to have been based on the supposition that the arrangements then made with regard to episcopal and capitular property would be final, and that modification or amendment in the future would be unnecessary. The Commissioners, for example, have no power to contribute to the stipends of the new bishopricks which have been created in addition to those included in the Act of 1836; nor can the commutations or other financial arrangements settled with the several Chapters under the Cathedral Act of 1840 be varied, though the circumstances have, in many cases, undergone material alteration. Thus in many cases the stipends of Deans and Canons, in view of the modern expectations as to the duties and obligations attaching to such offices, are in present circumstances inadequate; as is the original provision made for the maintenance of the fabric. The lack of funds for the upkeep has often necessitated a special appeal for a sum larger in the aggregate than would have been necessary if suitable provision had been made from year to year.

(69) We, therefore, recommend that the Commissioners, while retaining all their existing powers, should be allowed a discretion to apply their funds to other purposes such as those which we shall specify in the course of our Report.

After taking into account the new charges recently placed on the Common Fund by the Commissioners for augmentation of livings, it seems unlikely that the Fund will be able to bear any further capital charge of a serious character in the near future. It is, however, the practice of the Commissioners to appropriate out of their surplus income a yearly sum varying from £300,000 to £400,000 to the following purposes :—

(*a*) grants to meet benefactions,
(*b*) the formation of new districts,
(*c*) local claims.

We suggest, therefore, that the Commissioners, when so empowered, might, by adjustments in these appropriations, provide for some of the various objects which we recommend for assistance.

(70) We have further to recommend a change in the constitution of the Commission, which has not been substantially altered since 1850.

The Commission now includes :—

The Lord Chancellor,
The Lord President of the Council,
The First Lord of the Treasury,
The Chancellor of the Exchequer,
A Secretary of State,
The Lord Chief Justice,
The Master of the Rolls,
9 Laymen, 7 appointed by the Crown and 2 by the Archbishop of Canterbury,
3 Church Estates Commissioners, 2 appointed by the Crown and 1 by the Archbishop of Canterbury.
The two Archbishops.
35 Diocesan Bishops,*
The Deans of Canterbury, St. Paul's, and Westminster,

* Sodor and Man is not included.

making a total of 59. A body of this character seems to us not well adapted for the transaction of the business falling to the Commission.

(71) We suggest that the representation of the Crown and of the diocesan Bishops should be reduced; and that the Church Assembly should be given the right to nominate a considerable proportion both of the lay and the clerical members. The constitution, which we recommend, would be as follows:—

The two Archbishops ex-officio,
10 Bishops nominated for five years by the House of Bishops,
2 Deans nominated for five years by the capitular representatives in the House of Clergy,
10 Clergy nominated for five years by the House of Clergy,
10 Laymen nominated for five years by the House of Laity,
3 Church Estates Commissioners appointed as at present,
A Secretary of State and the Chancellor of the Exchequer,

making a total of 39. The nominated members should be re-eligible.

(72) We have received some representations concerning the management of the Commissioners' landed property. Some of these were clearly based on misapprehensions; others were of a general character raising questions of policy on which difference of opinion may reasonably be anticipated. But we are satisfied that, on the whole, the methods adopted by the Commissioners conform to the practice of the best landlords in the country; and we are not prepared to recommend any alteration.

Criticisms have also been directed to the procedure of the Commissioners in dealing with their surplus revenue. Their policy during the last thirty years has been to avoid creating any new annual charges on their Common Fund unless such charges could be met out of assured income; and they have therefore consistently treated a substantial proportion of their surplus as capital to be invested reproductively. Opinions may well differ as to the proportion of the surplus which may safely be dealt with in this manner; and it may be contended that the current needs of the Church are so pressing as to justify a more adventurous policy than has hitherto been adopted. On the other hand, it must be admitted that a large proportion of the Commissioners' income is derived from sources of a rather precarious character, such as agricultural land, tithe rentcharge, and mineral royalties, and that the scrupulous fulfilment of the obligations into which they have entered is a matter of supreme importance.

In view of these considerations, we do not feel justified in recommending any interference with the discretion which the Commissioners are accustomed to exercise in the management of their funds. This discretion has, in our judgment, on the whole been exercised wisely; but it may not, we think, be essential in the future to capitalise so large a proportion of the charges on the Common Fund.

(73) For some years the Inland Revenue authorities have admitted the claim of Queen Anne's Bounty to exemption from income tax in respect of the whole of their "surplus income." We were informed that the Ecclesiastical Commissioners, acting on legal advice, have initiated proceedings in the Courts with a view to establishing a similar claim. It is not for us to express any opinion on the merits of such a claim, but we think that in view of the large sum involved, the claim should be pressed without delay.

(*b*) *Queen Anne's Bounty.*

(74) Practically all the available funds of the Governors are now applied to the assistance of incumbents liable to charges for dilapidations; but occasional grants of small amount are also made towards the cost of improvements in parsonage houses.

(75) We have no recommendations to make with regard to the disposal or management of the Bounty funds, but we suggest that, with the consent of the Crown, the first-fruits and tenths now producing a revenue of about £16,770 a year * should be abolished as from a date to be specified in the enacting Measure.† The Sees, dignities, and livings still in charge, and from which the charges are directly collected, are all over £300 in yearly value, but, there having been no revaluation of livings since the Valor Ecclesiasticus in the time of Henry VIII, the present charges on them bear no relation whatever to their present incomes; ‡ and, whatever it may have been in the past, it seems to us to-day to be an

* For the details see § 43, note †.

† A select committee of the House of Commons reported as long ago as 1837 in favour of the abolition of first-fruits and the replacement of tenths by a moderate graduated impost on all future holders of benefices above £300 annual value.

‡ *Queen Anne's Bounty: Short Account*, p. 17.

undesirable method of raising revenue. In a later portion of this Report, we shall indicate how we suggest that any loss of revenue to the Church should be made good.

(76) We have further to recommend that a change should be made in the constitution of the Governing Body of the Bounty.

A Joint Select Committee of the House of Lords and the House of Commons, which enquired into the constitution and administration of the Bounty in 1901, reported that there were " strong arguments for combining the work of Queen Anne's Bounty Board and of the Ecclesiastical Commission in one department."

Since that date the two bodies have gradually come to work more and more closely together, and the business undertaken by the one body is now, for the most part, entirely distinct from that carried out by the other, *e. g.*, the augmentation of benefices has become the concern of the Ecclesiastical Commissioners only, while Queen Anne's Bounty uses its available funds for the purposes of helping poor benefices towards the claims falling on them for dilapidations, and deals generally with the administration of the dilapidation law, with loans to the clergy for parsonage house purposes, and with the redemption of ecclesiastical tithe rentcharge under the Tithe Act 1918, all these being matters with which the Ecclesiastical Commission are not closely concerned.

There are, however, certain matters (in particular, the custody of monies belonging to benefices) in which each body has a share, and in these matters we are of opinion that a saving of expense, though not a large one, would be effected by a still closer connection between the two bodies. This would, we think, lead also to a considerable saving of time and book-keeping and correspondence both for the two offices and for those having dealings with them.

(77) The constitution of Queen Anne's Bounty is in theory, at any rate, indefensible; the number of Governors, originally about two hundred, having now become nearly seven hundred, owing to the Charter having included as ex-officio Governors two classes of persons now far more numerous than they were in 1704, namely, Privy Councillors and King's Counsel.

(78) We therefore recommend that the constitution of Queen Anne's Bounty should be remodelled in such a way as to bring the two bodies under the same control. The Ecclesiastical Commission is a statutory body; Queen Anne's Bounty a corporation under Royal Charter. In our opinion the object in view should be effected without destroying the status of this ancient corporation and the historic interest attaching to its name and foundation. Its constitution should, we think, be remodelled by an amendment of the Charter whereby for those originally made Governors there should be substituted those persons who for the time being constitute the Ecclesiastical Commission and no others. The Governing Body of the two offices will then be identical, and all necessary adjustments of their work can be carried out by administrative regulations.

We recommend that this remodelling of the constitution of Queen Anne's Bounty should follow, or be made simultaneously with, the alteration already recommended in the constitution of the Ecclesiastical Commission.

(c) *Parochial Clergy.*

(i) *General.*

(79) We approach next the subject of the beneficed clergy, whose position, was, we suppose, one of the principal causes of the appointment of our Commission, and has been the chief care of the Ecclesiastical Commission during the past eighty years.

(80) It may be desirable at this point, even at the risk of some repetition, to recapitulate the main features of the information which we have obtained on this branch of our enquiry.

According to the returns which we have received in respect of 13,412 benefices (or 12,870 incumbents) their aggregate net income was £5,490,649, giving an average of £409 8*s.* 0*d.* per benefice or £426 12*s.* 0*d.* per incumbent.* In eleven cases out of twelve a house of residence is provided for the incumbent; but about 23 per cent. of them are described as " unfit," mainly on the ground of their being too large.

(81) As stated in § 40, the Ecclesiastical Commission have recently announced their intention to extend their augmentation scheme; and when this has been completed every benefice in public patronage, with a population of between 300 and 1000, will have an income of at least £300; in the case of benefices in public patronage with a population between 1000 and 4000, the income will be not less than £350; and, for those above 4000, it will be not less than £400. At present, however, the provision of a minimum income of £400 applies only to parishes with a population exceeding 10,000.

* See §§ 28–9.

(82) We think that one of the first points which will arrest the attention of any person studying the returns is the absence of any relation between the income of the benefice and the work to be done. We do not consider it practicable to lay down any general rule as to the minimum population * which should constitute a separate parish. The geographical and physical conditions, as well as the distribution of the people within the area, the number of churches to be served, and many other circumstances, must be taken into account. It is clear, however, that unless a man has sufficient work to call forth all his energies, the result is a waste of power and a progressive impairment of the capacity of the individual.

(83) Speaking generally, we suggest that a population of four hundred to five hundred is, with some exceptions, the minimum which should constitute a separate parish; and even this standard should be regarded as applicable only to cases where the population is widely scattered; in more populous places, and especially in urban districts, there are no doubt many cases in which an incumbent without a curate and with even a larger population than 1000 would not find himself overworked.

On these assumptions it would seem that a large proportion of the parochial clergy (amounting, perhaps, to nearly one half) might be expected to welcome greater opportunities for work and a larger sphere for their activities. Out of the 13,412 benefices included in our returns, no less than 2770 or more than 20 per cent. of the total, have a population under 300; 4831 or 36 per cent. have under 500; and 7324 or 55 per cent. have under 1000.

(84) On the other hand it should be noted that, whilst of the benefices with a population below 500 a large number have a net income of less than £300, there are 1128, or nearly one fourth, with a net income exceeding £400; and of those with less than 1000 population there are 2134 (or nearly 30 per cent.) with incomes above that limit.

Turning to the other end of the scale we find 667 benefices with populations exceeding 10,000, and of these 188 have less than £400 per annum.

In further illustration of these anomalies we may mention that in the eight Dioceses of Bath and Wells, Hereford, Lincoln, Norwich, Oxford, Peterborough, St. Edmundsbury and Ipswich, and Salisbury, with an aggregate of 4121 benefices, there are 1438, or 35 per cent., with populations under 300, and 2378, or 58 per cent., with populations under 500. Of the latter, 586 have net incomes exceeding £400.

(85) Finally, it will be found that of the total of 13,412 benefices, there are 1128 with a net income exceeding £700, while 327 exceed £1000.

The following figures give instances of this, the first three being perhaps the most, and the last two the least, conspicuous :—

Diocese.	No. of Benefices.	No. of Benefices with an income exceeding £700.	Aggregate of excesses of income over £700. £
London	592	97	42,978 †
Ely	306	40	18,892
Durham	262	26	12,564
Chelmsford	470	57	11,797
Carlisle	299	6	1,391
Bradford	148	6	1,129

(86) The number of benefices in private patronage with large incomes and small populations is remarkable. In one Diocese with approximately 300 benefices the following figures emerge :—

> There are 24 benefices with incomes exceeding £1000, 16 of which are in private or College patronage; three of these benefices (all in the same patronage) have a total population of 4202 and a total net income of £4995; while a benefice in the patronage of the Bishop has an income of nearly £1500 and a population of under 350.

(87) In our opinion, one of the most urgent reforms to be aimed at is a more equal and equitable distribution of incomes with reference to the duties to be performed. This discrepancy has been partially remedied in one direction by the augmentation schemes of the Ecclesiastical Commission, but further measures in this direction are urgently required.

* As pointed out, the figures of population dealt with in our returns are those of the total population according to the census of 1911, the figures for 1921 not being available.

† This sum includes an excess of income over £700 of £12,422 in respect of 24 City churches.

There are three different ways in which the object in view could be to some extent attained :—

(*a*) By the union of benefices or parishes;
(*b*) By a system of "grouping" of several benefices by the union of benefices rather than parishes;
(*c*) By a larger use of the existing powers of diverting emoluments from richer benefices to others where the need is greater,* and an extension of these powers.

(88) As regards (*a*) the Measure which has recently been passed by the Assembly seems to give all the powers which can conveniently be exercised under present conditions. Under the Act of 1919 416 unions have been enquired into, 228 unions have been effected immediately or prospectively, and 92 proposals have been unfavourably reported on. There are many outstanding proposals in various stages of consideration.† A vigorous exercise of those powers in all suitable cases seems to us to be urgently required.

As regards (*b*) we may explain that the scheme which we contemplate would enable, in suitable cases, one incumbent to be appointed to several benefices, so that he should carry on the whole of the work of the grouped parishes with the assistance of unbeneficed clergy.‡ The Union of Benefices Measure recently passed by the Assembly provides the necessary machinery for carrying out schemes of this sort.

We suggest that a thorough trial should be given to schemes of this character. If found unsuccessful in any particular case, the disunion clauses of the Union of Benefices Measure provide a remedy. Until fuller knowledge has been acquired of the practical working of "grouping" schemes the system must be regarded as experimental.

As regards (*c*) the powers possessed by the Ecclesiastical Commission have been used so far as has proved practicable in the cases brought to their notice; § but it seems possible that further enquiry might shew that the number of cases to which this method is applicable is not inconsiderable,‖ and we recommend that extended powers should be obtained on these lines, to be exercised in conjunction with suitable diocesan bodies.

As an alternative to this method, or possibly to be used in combination with it, we suggest that a graduated contribution might, with due regard to the interests of existing incumbents, be required of all benefices with a net income of more than £700 per annum. This contribution might be made available for some general purposes of the Church.

We append by way of illustration a table shewing the estimated yield of such a scheme of contributions at certain assumed rates : ¶—

Net Income exceeding	Net Income and not exceeding.	Approximate aggregate income.	Rate per cent.	Estimated yield.
£	£	£		£
700	800	287,000	2	5,740
800	900	207,000	2½	5,175
900	1,000	156,000	3	4,680
1,000	—	455,000	4	18,200
		Total £1,105,000		£33,795

The burden which would thus be placed on the richer livings might be regarded as set off to some extent by the abolition of first-fruits and tenths which we recommend in § 75.

(89) We do not wish to be understood as suggesting that absolute uniformity, or any-

* *e.g.* the powers possessed by the Ecclesiastical Commission under 3 & 4 Vic. cap. 113 (commonly called "The Cathedral Act"), § 74, and the Ecclesiastical Leasing Acts.

† The figures are given as at 31st October, 1923.

‡ *e.g.* a group of three or more rural parishes centred on a small country town, and served by an incumbent with, say, two or more curates.

§ There have been 20 cases in the last 18 years in which these powers have been exercised.

‖ A careful survey made by one of our body of the 1128 benefices with net incomes exceeding £700 indicates that 147 benefices in public patronage might not unreasonably be reduced in value by a total amount of approximately £36,000, and 330 benefices in private patronage by a total amount of approximately £83,000.

¶ It would be necessary to provide special treatment in the case of incomes which only slightly exceeded the minimum of a class.

thing approaching to it, in the relation of emolument and duties is either attainable or desirable. But we are strongly of opinion that steps should be taken to correct, in some degree, the anomalies to which we have called attention.

(90) Even when these steps have been taken and when the complete scheme of the Ecclesiastical Commission has been carried out, there will still remain much to be done before the financial position of the beneficed and unbeneficed clergy can be regarded as satisfactory.

While the central funds and organisation will have ensured stable minimum incomes for incumbents, the bulk of what is necessary to render these incomes adequate should, we think, be provided by diocesan funds. The particular needs of particular localities can, in our opinion, be treated with greater knowledge by a diocesan than by a central organisation.

In this connection we are glad to observe that the maintenance of the clergy is a duty which is every year being more fully realised by the Diocesan Boards of Finance and the Parochial Church Councils. From the figures already given, it will be seen that the amount raised by the Diocesan Boards of Finance for this purpose in the latest year available was £176,759. It seems to us both natural and fitting that the proper support of the diocesan clergy should constitute a claim superior to all others on any funds raised in the Diocese for the purpose of the Church; and we desire to express an earnest hope that this movement will continue and develop. We are convinced that the surest way to increase the stipends of the clergy to a fair standard for educated men charged with such important duties is to make it a definite diocesan responsibility.

(91) We would also urge that, apart from the existing schemes of the Ecclesiastical Commission for endowing new districts and for augmenting livings on the grounds of population and "local claims," * it should continue to be the general rule that new grants should only be made in cases where they are met by benefactions from local or diocesan sources.

(92) Diocesan work cannot be really effective or successful unless it is based on active parochial organisations. We have had brought to our notice the excellent work that is being done by thousands of Parochial Church Councils throughout the country, both in relieving the incumbent of much of the burden of finance and also in undertaking both the raising of the parochial quota and in many cases the responsibility for such matters as dilapidations or chancel repair.† We also wish to call attention to the "New Way in Church Finance," the authoritative exposition by the Central Board of Finance of the approved financial organisation of the Church, and in particular to the success which has in very many cases attended Free Will Offering Schemes, whether "envelope" schemes, or others.‡

One of the most striking features in the evidence of witnesses on central and diocesan finance was the unanimity with which they expressed the emphatic view that all the money required could be secured, as a result, but only as a result, of vigorous and direct propaganda work brought home to the individual.

(ii) *Houses and Lands.*

(93) Much embarrassment is often caused to incumbents by matters of finance and estate management, such as those relating to the condition of the house of residence, dealings with glebe lands (as limited owners) and, to a lesser extent, with tithe rentcharge. Such matters are alien to the cure of souls, which is the parson's fundamental function. We have had good reports of the working of glebe and tithe agencies in various Dioceses, and we think that in course of time the Diocesan Boards of Finance or their committees will be competent to take over the management of all glebe and tithe rentcharge within the Dioceses.

We recommend that a Measure should be introduced giving powers in this direction to Diocesan Boards of Finance which should perhaps in the first instance be permissive, but with a view to their ultimately being made compulsory. Great relief would be afforded to the incumbents if this could be done; and the proposals suggested above with regard to the transfer of emoluments from one benefice to another would be facilitated.

As regards dilapidations, a Measure has recently passed the Assembly which will, it is hoped, meet most of the difficulties arising out of this matter. We dealt in our Second Interim Report with the provision by the Ecclesiastical Commission of a substantial sum

* *The Ecclesiastical Commission: A Sketch of its History and Work*, p. 21.

† This liability is dealt with in the Dilapidations Measure.

‡ See the evidence of Mr. Wolstenholme of the Sheffield Diocesan Board of Finance, Appendix A, p. 78, and of Captain Watson, p. 181.

(£350,000, which the Commission has raised to £500,000) towards meeting the immediate difficulties, and we do not think it necessary to make any further recommendations on the subject.

(94) Some diocesan organisation, preferably the Diocesan Conference or a committee of that body, should, in our opinion, give continuous attention to those parishes, especially in large cities, where a migration or change in the nature of the population, may render superfluous any existing churches, parochial buildings, and incumbents' residences.

(95) Some technical difficulties and complications surround the sale of parsonage houses, a matter which will become of greater importance as more unions of benefices are effected; and we think that consideration should be given to the conditions under which dealings with houses are now carried out, with a view to the simplification and improvement of the law. In particular the authority sanctioning the sale should be the same as that receiving and investing the proceeds of sale and applying them to the provision of new residences.

(iii) *Pensions.*

(96) We regard an adequate system of pensions for both beneficed and unbeneficed clergy as essential for the well-being of the Church. The present system, involving as it does a charge on the successor of a retiring incumbent, often works grievous hardships, and cannot be defended; but a Measure relating to this question has been passed by the Assembly, and, as a special committee has been appointed to make further investigation on the question, it is not necessary for us to make any recommendations on the subject.*

We cannot, however, refrain from calling attention to the position of the Church of Ireland in this respect, where, at the age of 70, after 40 years' service, an incumbent is normally entitled to a pension of £300. The money is raised by an annual assessment on each Diocese based upon the stipends of its clergy; the present assessment is 4 per cent and the assessments are always paid regularly and in full, coming partly from voluntary parochial contributions. There is also a grant of £5000 a year from the General Synod out of its surplus funds. The incumbent pays nothing. In some Dioceses the pension is made up (from diocesan funds) to £450.†

We commend the scheme in force in the Church of Ireland to the attention of the Pensions Committee of the Assembly, and suggest that our proposal for a contribution from livings of over £700 a year (outlined in § 88 above) may be worth considering in this connection.

(*d*) *Unbeneficed Clergy.*

(97) It is generally recognised that a certain number of clergy are not suited for parochial cures, and find their true vocation as assistant clergy. In these cases, we think an effort should be made from diocesan or other sources to supplement the usual curate's stipend after a certain number of years of approved service.

(*e*) *Rural Deans.*

(98) Rural deans are put to some expense in the discharge of their duties, for which, in most cases, no allowance is at present made. We suggest that the several Diocesan Boards of Finance should be moved to make allowances of from £10 to £20 per annum to each rural dean in order to cover such expenses.

(*f*) *Archdeacons.*

(99) We are of opinion that the holding of benefices in conjunction with archdeaconries should be discouraged. There is not the same objection to the tenure of canonries in conjunction with archdeaconries, if the duties during the period of residence are limited to those required by the Cathedral statutes.

In this connection, we recommend that a Measure should be introduced with the assent of the Crown, rearranging the patronage so as to give to each Bishop the patronage of at least one canonry in his Cathedral.

(100) As regards the emoluments of Archdeacons, we consider that the stipends of £200 now paid by the Ecclesiastical Commission should be raised, when funds admit, to £300; and that the total emolument from all sources of an archdeaconry should not be less than £750 or ultimately £1000.

* Some figures as to the Ecclesiastical Commissioners' pension scheme are given in § 41.

† Evidence of Mr. Maconchy, Appendix A, pp. 165, 168.

(g) *Cathedral and Collegiate Churches and Capitular Bodies.*

(i) *General.*

(101) We have found great difficulty in arriving at an appreciation of the aggregate resources of the Cathedral Chapters owing to the fluctuations in their annual receipts, and to the variety of the conditions under which their finances are administered.

(102) Under powers given by the Cathedral Act of 1840, the estates of all the Chapters (with three exceptions: Hereford, which has from the beginning retained the whole of its property in its own hands; Manchester, which is subject to special legislation; and Christ Church, Oxford, which has always been treated as a College of the University rather than a diocesan Chapter), were transferred to the Ecclesiastical Commission in exchange for annuities charged on the Common Fund of the Commission. These annuities were the result of negotiations carried on at the time between the Chapters and the Ecclesiastical Commission.

In some cases the Chapters have retained their annuities down to the present time, and derive nearly the whole of their revenue therefrom, while the estates remain in the hands of the Commission. In others,* the Chapters were re-endowed with estates or tithe rentcharge freed from the uneconomical conditions which prevailed under the ancient system of management, and calculated to produce the equivalent of the annuities. In these cases the Chapters resumed, and still retain, the management of their property.

The method of re-endowment has not proved generally advantageous to the Chapters who elected to adopt it, as, owing to the fall in the income from agricultural land during the last fifty years, the estates do not now produce the revenue which was anticipated at the time when the re-endowment took place.

(103) Both classes of Chapters have also suffered owing to the heavy increase during recent years in the cost of maintaining the services and the fabric of the Cathedral.

(104) In the case of the fabric, more particularly, these difficulties have been aggravated by the insufficiency of the provision originally made and the increased cost of building and repairs. There are, indeed, many Cathedrals in which the maintenance of the fabric has become a matter of extreme urgency.

We do not doubt that the governing authorities of various Cathedrals such as Lincoln, St. Paul's and Westminster Abbey were completely justified in the appeals they have recently made for very large sums for the fabric, and we think it right to call attention to the fact that the Ecclesiastical Commission, in their capacity as landlords, have seen their way in more than one of these cases to make a substantial contribution. We believe, however, that these appeals might have been to a large extent obviated had the Chapters in question possessed and expended a reasonably adequate annual income devoted to this special purpose.

(105) Experience has shown it to be highly desirable that the Chapters should be able to rely on a stable income not liable to the fluctuations which are inseparable from the ownership of landed property or tithe rentcharge. Moreover, capitular bodies are not as a rule, in our opinion, well adapted for the management of such property.

(106) We therefore recommend that, with the exception of Christ Church, the estates of all the Chapters should be permanently transferred to the Ecclesiastical Commission. Property which is intimately connected with the Cathedral, such as houses occupied by the Dean and Canons or other houses in the precincts, should be excepted from the transfer; but it should include the separate estates now belonging, in some cases, to corporations of Minor Canons or Lay Vicars, and also any other separate estates held by the Chapters for special purposes.

In exchange for the property so transferred a fixed income payable out of the Common Fund of the Commission should be allotted to each Chapter, varying with the circumstances of the Cathedral, the condition of the fabric, and other relevant details.

We think that having regard to the improved management likely to result from the transfer, the additional charge imposed on the Commission will not be heavy. But for the present the liability of the Commission should be limited in each case to the amount of the commutation originally fixed before the re-endowment of the Chapters took effect. In the case of Hereford the liability should not extend beyond the actual income of the capitular estates at the time of the transfer now recommended. The case of Manchester is exceptional and requires special treatment.

(107) The amount to be allocated in each case cannot be decided without a minute enquiry into all the circumstances; and we do not consider that a body such as our Commission can usefully undertake an investigation of this character.

* Canterbury, Carlisle, Chester, Chichester, Durham, Ely, Gloucester, Norwich, Peterborough, Rochester, Salisbury, Winchester and York.

(108) We therefore suggest that a Commission should be appointed by the Assembly to enquire into the constitution and requirements (including the number of Canons and Minor Canons) of each Cathedral, with the exception of Christ Church; and to advise as to the provision to be made for (*a*) the Dean and Canons; (*b*) Minor Canons, or other equivalent functionaries; (*c*) other officers and servants; (*d*) the maintenance of the fabric; (*e*) residences for the Dean, Canons and other officers; (*f*) the maintenance of the services, and (*g*) Choir or other schools attached to the Cathedral.

The Commission which we contemplate should be authorised to appoint Sub-Commissions to conduct local enquiries in each case. On the Sub-Commissions there should be a representative of the Ecclesiastical Commission, and one member nominated *ad hoc* by the particular Chapter which was the subject of enquiry at the time.

Both the principal Commission and each Sub-Commission should have the assistance of a paid Secretary.

The Commission should be empowered to examine the statutes of each Cathedral and to recommend any alterations which might seem advisable. The enquiry should also extend to the position of the Archdeacons and the possibility of bringing them into closer relation with the Chapters; and the desirability of dissolving the separate corporations of Vicars Choral, etc.

The Commission should have power to propose such legislation as may be required for the purpose of carrying out their recommendations.

(109) In this connection we desire to express our opinion that it is not expedient to authorise the tenure of residentiary canonries with benefices having the cure of souls, or with the headships of Colleges at the Universities, or professorships; but as regards the latter, exception might be made in suitable cases where local circumstances admit.

(110) Our Cathedrals are regarded, and we think rightly, by many as the fitting places where the finest and most interesting Church music of all times may be cultivated, and the same is true to a less extent of our churches, great and small.* We are of opinion that the stipends paid to organists are generally inadequate.†

While we hesitate to advise, in view of the expense involved and the fact that in many cases there are other suitable schools available, that separate Choir Schools should be maintained or established in connection with all Cathedrals, we desire to call attention to the remarkable evidence given as to the educational value of a musical (especially choir) training for the young, and the conspicuous successes which have been won by boys proceeding from such Choir Schools.‡

(ii) *Durham.*

(111) The Bishop of Durham has brought to our notice a scheme for carrying out certain alterations in the constitution of the Durham Chapter with a view to bringing it into closer relationship with the University, and improving the teaching capacity of the Theological Faculty.§

It is proposed that professorships in the University should be attached to two of the canonries in the Cathedral; that the patronage of these canonries should be transferred to the Crown with the view of conferring the status of a Regius Professor on the two Canons; to create an additional canonry to be annexed to the archdeaconry of Auckland; to provide that the Bishop Suffragan of Jarrow should always be an Archdeacon with a canonry; and that the payment to the Durham School out of the Chapter Fund should be increased.

We understand that the Chapter concurred generally in these proposals subject to certain provisions which would fall within the purview of the Commission to which we have referred above.

We desire to express our general approval of the scheme.

(*h*) *Archbishops and Bishops.*

(i) *New Sees.*

(112) We shall have several recommendations to make with regard to episcopal stipends, residences, and other cognate questions; but we propose to deal first with a question which has been specifically referred to us by the Assembly.‖

* See the Report of the Archbishops' Committee on Music in Worship.

† See the evidence of Mr. S. H. Nicholson, Appendix A, pp. 124, 126, and the letter from the National Union of Organists' Associations, Appendix B, p. 194.

‡ See the evidence of Mr. S. H. Nicholson, Appendix A, p. 126, and the evidence of the Dean of Chester, p. 132.

§ See Appendix A, p. 105.

‖ Acts of the Assembly, Summer Session 1922, § 103.

We have been requested to report whether the Ecclesiastical Commission should be empowered to devote any portion of their funds to the provision of incomes for new bishopricks.

(113) Hitherto the endowment of the new Sees created since 1875 has been effected by voluntary contributions; and the Act creating the See has usually provided that an appointment should not be made until the necessary funds had been raised; and that the Ecclesiastical Commission should be precluded from contributing to the endowment.

Measures have recently been passed by the Assembly for the division of the Dioceses of Winchester, Manchester, and Southwell; and we understand that Measures dealing with the Diocese of Peterborough and the creation of a Shropshire bishoprick are likely to be introduced before long.

We may therefore assume that the Assembly is generally favourable to a limited extension of the episcopate where the circumstances require it.

(114) We desire to express our concurrence in this view. It is frequently urged that the creation of new Sees, provided that in arranging their boundaries due regard is paid to the encouragement of local sentiment and patriotism as well as to the retention of ancient associations and traditions, is a potent influence in evoking financial support, not only for the See itself, but for the general purposes of the Church.

(115) In our opinion the supplementing of endowments raised by voluntary efforts for such objects is one of the purposes to which the funds of the Ecclesiastical Commission may properly be applied when circumstances permit. But such assistance should be strictly supplementary and should be given only in cases where substantial contributions from other quarters have been promised, so that there may be no danger of diminishing or discouraging voluntary effort.

(116) The creation of new Sees should not conflict with the retention or appointment of Suffragan and Assistant Bishops where necessary; and we think it may also be desirable that in Sees where additional assistance is required, one of the Archdeacons should be in Episcopal Orders.

We suggest, however, that the stipends of Suffragan or Assistant Bishops should not be derived from parochial benefices, or from the income of the See.

(ii) *Stipends.*

(117) We turn next to the financial position of the Bishops themselves. The incomes of the older bishopricks (including the two newly created Sees of Ripon and Manchester) were fixed by the Act of 1836; but the original intention did not extend much beyond a rearrangement of the aggregate available emoluments so as to augment the poorer Sees at the expense of the others.

Later on, by the Act of 1860, all the episcopal estates were transferred to the Ecclesiastical Commission and the Bishops continued to receive their statutory income out of the Common Fund. In some cases the Sees have been re-endowed with fresh estates which could, and can still, be resumed by a newly appointed Bishop at his option. In other cases the estates have remained in the hands of the Commission and are permanently vested in them.

The result is that all the episcopal estates except the endowments of the new Sees are now either vested in, or managed by, the Commissioners; and all the Bishops receive their statutory income out of the Common Fund.

For the sake of uniformity we think it would be desirable for the estates of the re-endowed Sees to be vested in the Ecclesiastical Commission on the same terms as the others.

(118) With regard to episcopal stipends generally, and more particularly those fixed under the original scheme of 1836, a great deal of misconception prevails.

This is due in part to alterations of various kinds which have since taken place. At that time, for example, there was nothing in the nature of an income tax which has latterly become so heavy a burden. The scale of necessary expenditure has also increased; and in some cases the stipends originally fixed have been reduced by transfers of income to the newly created Sees. The aggregate income so transferred now amounts to £9600 per annum; and there are at present only eight Sees with a gross income of £5000 or upwards; six are under £2600.

(119) But a more important element contributing to misapprehension arises from the fact that, whilst episcopal stipends appear large by comparison with those of capitular dignitaries and still more with those of the parochial clergy, it is not generally realised how large a proportion of the nominal stipends is disbursed in expenditure necessary for the performance of the duties of the office; such as the maintenance of ancient and extensive houses, travelling, hospitality, staff, and contributions to religious or charitable purposes.

(120) Moreover, this circumstance has caused the burden of taxation in recent years to fall disproportionally on the Bishops. For the purposes of taxation, certain deductions are allowed from the gross income; but in the present state of the law these allowances are not sufficient to cover the whole of the necessary expenditure, and on the remainder both income tax and super-tax must be paid.

(121) Representations were made on this subject to the Royal Commission on Income Tax, which sat in 1919–20; and in paragraph 236 of their report they expressed their views as follows :—

"We are unable to agree with the proposal that the expenses of Bishops of the Church of England on necessary hospitality, organisation, charity, etc., should be allowed as a deduction in arriving at assessable income We recognise the great disproportion between the normal income at present liable to income tax and super-tax, and the personal income which remains for the use of the Bishop after payment of his official expenses; but we think that the remedy for this grievance lies not in the remission of tax, but in the division of the income of a Bishop in such a way that that part of it which is necessarily and customarily applied to the expenses of the office is clearly indicated. We understand that this would require legislation, but we think that any legislative steps in this direction should be taken directly by the persons or bodies of persons concerned, and not indirectly in a taxing statute. If the amount paid to the Bishop in respect of expenses were once determined by statute, the income-tax grievance would automatically be removed."

We therefore recommend that the stipends now paid either out of the Common Fund of the Ecclesiastical Commission or out of the endowments raised for the purpose of the Sees created since 1875, should be divided into (*a*) personal stipend and (*b*) an allowance representing the amount necessarily expended on the performance of the duties of the office.

(122) It is obviously impracticable to examine the details of expenditure in each case from year to year so as to arrive at an absolutely accurate figure for this allowance.

We therefore suggest that the best mode of giving effect to this proposal would be to assign a personal stipend to each Bishop varying from, say, £2500 in the case of the Archbishops, to £1500 in the case of the new Sees; and to treat the balance of the existing stipends as an allowance for necessary expenditure. Any Bishop should be allowed to remain subject to the existing system of allowances if it was more advantageous to himself.

We may mention that an arrangement similar to that which we are recommending has been made with regard to the emoluments of Ambassadors and Heads of Missions serving in foreign countries. In their case, as in that of the Bishops, so large a proportion of their total emoluments is spent on other than personal requirements, that it was found necessary to make an arrangement of this kind.

(123) We think that, if applied to episcopal stipends, it would, on an average, be found to be an equitable adjustment, and should normally render unnecessary a detailed examination of their expenditure.

(iii) *Residences.*

(124) Under existing conditions a Bishop's house is in nearly all cases, and especially in the older Sees, larger than would be required for merely residential purposes. It is, in fact, to a great extent, a diocesan office and free hostel.

Many of the residences are ancient and historic houses of considerable size and involve exceptional expenditure on maintenance and repairs. Others of a more modern character are still much larger than would be required as residences. An undue burden is thus imposed on the Bishops, not only for maintenance, but for rates and taxes.

(125) We recommend that the liability for maintaining the structure should be transferred from the Bishop to the Diocesan Board of Finance. In the case of ancient and historic houses, or when any large or exceptional expenditure becomes necessary, the Ecclesiastical Commission should be empowered to contribute. But in ordinary circumstances, and in the case of all the modern houses, the cost of maintenance should not impose too heavy a charge on the diocesan budgets. They should also undertake the charge for rates, taxes and insurance on the building. In return, the Bishop should make a suitable payment in respect of his personal occupation. He would also be responsible for the cost of internal decoration and upkeep.

(126) While we think it right that the Old Palace at Canterbury should be dealt with on these lines, it does not seem to us reasonable that the Diocese should be called upon to shoulder any additional burden in respect of Lambeth Palace. Lambeth, in our opinion, is a special case, and may properly be treated specially as the official house of one who

is not only the Primate and Metropolitan of All England, but also the recognised head of the Church of England in other parts of the world and the acknowledged leader of all Churches throughout the Empire in communion with the Church of England. We recommend that the burden in respect of Lambeth as such official residence, should be borne, not by the Diocese, but by the Common Fund of the Ecclesiastical Commissioners.*

(127) If arrangements can be made to give effect to these recommendations concerning stipends and the houses of residence, we think that the emoluments of the Bishops generally will prove to be not inadequate, except possibly in the case of those more modern Sees, the gross income of which is less than £3000.

(iv) *Cost of Legal Proceedings.*

(128) We desire, however, to mention one item of expenditure which is, or may at any moment be, a cause of embarrassment to a Bishop, and one head of which has been specifically referred to us by the Assembly.†

We refer to the cost of any legal proceedings which a Bishop may be compelled to take or defend in maintaining order and discipline in his Diocese.‡ At present these expenses fall on the Bishop personally; and he is therefore hampered in his action and in instituting proceedings by the uncertainty as to the liability which he may be incurring. Whatever the event, the proceedings can scarcely fail to be a cause of expense to him.§

(129) We recommend that the necessary cost of any proceedings instituted by the Bishop should be defrayed by the Ecclesiastical Commission out of their Common Fund. But in order that there may be some check on unnecessary litigation, we suggest that the initiation of the proceedings should be subject to the approval of some high and independent authority with judicial experience; and that the conduct of the proceedings should be in the hands of a solicitor approved by the Ecclesiastical Commissioners.

In the aggregate the amount is likely to be comparatively insignificant; but the charge imposed on a Bishop in a particular case, and the uncertainty as to the amount, may prove to be extremely embarrassing. Moreover, the knowledge that the funds are available will strengthen the hands of the Bishops and tend to discourage indiscipline or other offences against the Law Ecclesiastical.

(v) *Pensions.*

(130) The existing system under which a retiring Bishop may receive, out of the revenue of the See, a pension not exceeding £2000 a year, dates from an Act passed in 1869.‖ At the present time, pensions are payable under the Act in nine cases. The amounts vary, as the full pension is not claimed in all cases; but, whatever the amount may be, it is chargeable against the incoming Bishop so long as the pension continues.

We think that this system is indefensible; and that its results can scarcely have been foreseen at the time when the Act was passed.

Whatever may be decided on as the proper stipend of the Bishop, he should receive it in full. It may be either adequate or inadequate; but the amount ought not to depend on the duration of his predecessor's life.

(131) We recommend that, following the precedent of the Church of Ireland,¶ a fund should be established out of which pensions for retiring Bishops could be paid.

In Ireland there is a general fund for the superannuation of the clergy out of which a retiring Bishop receives £300 per annum. In addition to this he receives £500 per annum from the Episcopal Superannuation Fund. In neither case is any personal contribution to the fund required.

(132) We suggest that a system of episcopal pensions should be established in this country on somewhat similar lines, and that the management of it should be undertaken by the Ecclesiastical Commission, who should defray the necessary charges over and beyond the suggested contribution by Bishops out of their Common Fund. The system

* The Common Fund is already by statute (29 & 30 Vic. c. 111 ss 7, 8) charged with the duty of maintaining the Library, the Lollards Tower and Cardinal Morton's Tower.

† "That the Committee of Enquiry into the Property and Finances of the Church be required to consider whether provision should not be made out of the funds at the disposal of the Ecclesiastical Commissioners for the costs incurred by a Bishop in proceedings under the Clergy Discipline Act, 1892, and, if so, to what extent and upon what terms."—Acts of the Assembly, Spring Session, 1922, § 86.

‡ Under The Church Discipline Act, 1840, The Public Worship Regulation Act, 1874, The Clergy Discipline Act, 1892, and The Benefices Act, 1898.

§ In a recent successful prosecution the Bishop's irrecoverable expenses were over £4000, or not far short of the gross annual income of the See.

‖ The Bishops' Resignation Act, 1869 (32 & 33 Vic. c. 111).

¶ Evidence of Mr. Maconchy, Appendix A, pp. 166, 168.

might, we suggest, be based on the right to a pension on retirement not exceeding £800–£1000 (save possibly in the case of the Archbishops).

We have already recommended in § 75 the abolition of first-fruits and tenths, of which the sum contributed from episcopal incomes is about £2535; and we propose that the Bishops should contribute a like sum in future (not necessarily in the same proportion) to the new Superannuation Fund as an initial contribution to its cost.

(133) The average payment on account of pensions (under the existing system) during the 25 years ending in 1922 was £2310, and the number in force at any one time did not exceed seven, the average being under two. We do not think that the burden falling upon the Common Fund of the Ecclesiastical Commissioners on an average of years is likely to exceed £2000–£3000 per annum.

(vi) *Succession Fees.*

(134) Another item of expense, partly in the nature of taxation, falls upon the Bishops at a most inconvenient point of time.

We refer to the payments which have to be made on appointment. They are partly duties levied under the Stamp Act on the various instruments by means of which the appointment is carried out; partly fees to the Home Office and Crown Office levied pursuant to the Great Seal (Offices) Act of 1874 on the same instruments; and partly fees to various lay officers for their services in connection with the different steps leading up to the appointment. The payments in the case of *Congé d'élire* procedure are approximately double those in other cases.*

(135) We think that consideration should be given to the legal formalities necessary to carry out the appointment, with a view to their simplification and the elimination of those which are not essential, so as to reduce this heavy burden.

But as the Assembly has recently appointed a special committee to consider the whole question of the appointment of Bishops, we content ourselves with calling attention to the matter without going into further details.

(*i*) *Provincial and Diocesan Lay Officers.*†

(i) *General.*

(136) This is a subject on which we do not feel justified in generalising, in view of the differences and conditions affecting the various offices. We are satisfied, moreover, that most of the officers in question do a great deal of voluntary work for which they receive no remuneration; that many of them have accepted the office largely out of love for the Church, and with very little regard to the remuneration attached; and that a substantial number of them are underpaid or at any rate by no means overpaid for the actual work they do in respect of the fees which they receive for that work. We have already pointed out that all the officers in question are remunerated entirely by fees, the bulk of which are not paid by the clergy, save in the case of Bishops' Legal Secretaries. We realise that there is a small ground for complaint on the part of parochial clergy in that they have to pay fees for admission, institution, and induction, and similar matters, and we think that Diocesan Boards of Finance might well consider whether it would not be reasonable that they, as representing the Diocese, should relieve clergy of the payment of these fees (which do not amount in all to a large figure), at any rate in cases where the income of the benefice in question is below a figure of, say, £300 to £400.

(ii) *Provincial Officers.*

(137) The office of Judge of the two Provincial Courts is now (by statute) ‡ held together with that of Master of the Faculties. The former depending on Court fees is practically unpaid; the latter (with the Registrar) is paid by fees for marriage licences and the appointment of Notaries; the holder of this office advises the Archbishop in connection with these matters.

The office of the Vicar General of the Province of Canterbury (and his Registrar) is remunerated by fees on marriage licences, his work apart from this consists in giving legal advice on provincial matters to the Archbishop and (when called upon) the Canterbury Convocation, and in confirming the election of Bishops in the Southern Province.

* The total fees paid by the Bishop of Gloucester on his appointment (by *Congé d'élire* procedure) in 1922–3, were £309 5*s.* 5*d.*; the total fees paid by the Bishop of St. Edmundsbury and Ipswich on his appointment (directly by the Crown) in 1923 were £130 13*s.* 7*d.*

† See a memorandum by the Secretary, Appendix C, pp. 387–392.

‡ The Public Worship Regulation Act, 1874 (37 & 38 Vic. c. 85), § 7.

The Vicar General of the Province of York has no power in respect of the issue of marriage licences, and his remuneration, which is by fees, is insignificant; he gives legal advice to the Archbishop of York on provincial matters and (when called upon) the York Convocation, and he confirms the election of Bishops in the Northern Province. The office is generally held with that of Chancellor of the Diocese of York.

(138) Up till the middle of the last century there was a considerable amount of unseemly competition between the three offices in London where marriage licences can be obtained. We are glad to say that this has now ceased entirely, mainly owing to a private arrangement between the office of the Vicar General of Canterbury and the Faculty office, whereby both offices appoint the same surrogates and the fees are (in substance) pooled. In view of the substantially similar nature of the work done both by the officers and in the offices, we see no reason why a further amalgamation should not take place, and the posts of Vicar General of the Province of Canterbury and Master of the Faculties and Judge of the Provincial Courts be held as a regular practice by the same man with a single staff.*

(139) As regards remuneration, we recommend that a fixed stipend should be paid to the officers in question (whether there is amalgamation or not), and likewise to the Registrars. The work being in effect central, we think the fees might be paid over to the Ecclesiastical Commission and the salaries of the officers made a charge upon the Common Fund.

(iii) *Diocesan Officers.*

(*1*) *Chancellors.*

(140) The range of emoluments received by Chancellors is wide, but with one or two exceptions the sum received is by no means excessive. We think, however, the payment of a fixed sum by way of honorarium out of the Diocesan Fee Fund (§ 142) is a more suitable method of remuneration, and we recommend that this be done, the emolument to be not less than £100 nor more than £300.

(*2*) *Diocesan Registrars, Bishops' Legal Secretaries, and Archdeacons' Registrars.*

(141) We think that in most cases it is desirable that these offices should be held by the same individual, who should be paid a fixed salary. There are certain difficulties in the way of this, in view of the fact that the post of Legal Secretary is, unlike the others, not a freehold office; moreover, the obligatory combination might in some cases result in the loss of the services of a valuable man.

We think all these offices might well be paid by a fixed salary, and that in many cases it might be found practicable and wise to combine these official positions with semi-official diocesan posts such as Secretary of the Diocesan Board of Finance.

(*3*) *Diocesan Fee Fund.*

(142) We recommend that all fees be paid into a central Diocesan Fund under the control of the Diocesan Board of Finance, and that the stipends of the diocesan officers be paid out of this fund.

(*4*) *Miscellaneous.*

(143) The fact that it is possible for one individual or firm to hold an almost unlimited number of provincial or diocesan offices is, of course, capable of abuse. We are, however, satisfied that within reason the advantages outweigh the criticisms. In practically all cases the present remuneration cannot be described as excessive, and the work involved is special, in that it demands knowledge of a branch of the law with which few members of either branch of the legal profession have more than a superficial acquaintance. If there were any rules against " pluralities " in this matter, it might quite likely deprive the Church of the services of the best or most suitable men.

(144) There is a small matter which is capable of causing friction and discontent on the division of a Diocese, when the officers of the mother Diocese (except the Chancellors) are usually compensated for loss of office at the expense of the officers of the daughter Diocese. This is as indefensible in principle as the present method of providing pensions for Bishops and incumbents, and we recommend that in all future division schemes provision be made for compensation on a strictly moderate scale out of the funds provided for the creation of a new See.

(145) We regard the continued existence as separate officials of apparitors (whether general or particular) and Archdeacons' officials as unnecessary.

* In January last the posts were combined by the appointment of Sir Lewis Dibdin as Vicar-General of the Province of Canterbury.

(j) *Central and Diocesan Boards of Finance.*

(146) The Assembly has already adopted the recommendations of the Diocesan Relationship Committee presided over by the Bishop of St. Albans with certain modifications; and we do not therefore feel it necessary to make any further recommendation on the relations between central and diocesan finance: but we desire to reiterate the view which we have already expressed that the maintenance of the clergy should be definitely recognised as a primary responsibility of the Diocesan Boards, and that they will in future be able to deal successfully with this problem, so as to liberate to a large extent the funds of the Ecclesiastical Commissioners for other purposes.

If this policy can be carried out we think that the finances of the Church will have been placed on a sound basis, and that the Central and Diocesan Boards will prove the great standby of the Church in the future.

At the same time, we wish to express our great regret that so many Dioceses fail to recognise their responsibility as regards contributions to the Central Board.

(147) We strongly urge that in future the quota asked for by Diocesan Boards of Finance should in all cases be a single sum combining both central and diocesan requirements; and that when a Diocese finds itself unable to raise the full quota for which it has asked, a percentage of the total actually raised should be paid over to the Central Board.

We regard the efforts now being made by Diocesan Boards to raise funds, as the most hopeful symptoms of the growing desire on the part of the laity to contribute to the financial support of the Church; but we have been struck by the inequality of the result secured in different Dioceses.

We would urge that, by more energetic methods of propaganda and improved administration, those Dioceses in which the movement has been least successful should be stimulated to greater activity and a more adequate recognition of their responsibilities.

(148) In accordance with the instructions of the Assembly we are preparing and will shortly submit a draft Measure dealing with the constitution and function of Diocesan Boards of Finance. We trust that, besides giving them a stronger legal status, the Measure will facilitate the objects which they have in view.

(149) We further recommend that it should be part of the duties of Diocesan Boards of Finance to compile and keep up to date a complete record of the Ecclesiastical Trusts operative in their respective Dioceses.*

(k) *The Training of the Clergy and Theological Study.*

(150) One of the most important subjects to which our attention has been directed is the supply of candidates for Holy Orders, in which there has been a lamentable deficiency during recent years.

(151) Towards the end of last century, the annual supply of ordinands was between 700 and 800. The average number during the years 1912–14 was 616. During the years of the War there was naturally a serious diminution; and in the year 1918 the number fell to 101. Since then there has been a progressive increase from 161 in 1919, to 463 in 1923; but it is clear that the shortage is still very serious, as the average wastage from all causes is estimated to be about 700 per annum, and it is scarcely probable that it can be made good in the near future, even after taking into account the Service candidates now under training.

In view of the fact that the Archbishops have appointed a Committee to consider and report upon the question of the supply of candidates for Holy Orders, we think that it only falls within our province to suggest that larger funds should be provided for the education and training of the ministry.

(152) The provision made by the Central Board of Finance (which is almost entirely in respect of Service candidates) is undergoing reduction. For the year 1924 it is £59,932; and it is calculated that the liability undertaken by that body will terminate in 1927, when the estimated cost is £8719. In 1923 the Diocesan Boards of Finance contributed an aggregate of £22,100 under the head of Training for the Ministry.

We understand that the policy of the Assembly is to look to the Diocesan Boards for the greater part of the cost of training. But owing to the uncertainty of the present situation, and to the other demands on the Diocesan Boards, it seems to us probable that the amounts to be raised in that way will not be adequate for the purpose. On the other hand, it is difficult to suggest any other source from which support can be looked for unless some Central Fund can be made available.

In the Appendix † we have printed a statement giving such information as we have

* See § 60. † Appendix C, at p. 412.

been able to obtain with regard to the financial position of the various Theological Colleges. It will be observed that the permanent endowments of these Colleges are, except in one or two cases, almost negligible. They are supported, mainly, by the fees of the students.

(153) We do not feel competent to estimate the value of the training given in Theological Colleges. But, although it is no doubt desirable that they should be widely spread over the country, it seems open to question whether there are not, at present, too many of them; and whether the weaker Colleges should not be encouraged to amalgamate where geographical conditions permit.

(154) If, as we believe, a competent and learned body of clergy is essential to the efficiency of the Church, we think that more attention must be paid to the provision of theological teaching and post-graduate study in the Universities.

Oxford, Cambridge, and to a lesser extent, London and Durham, are already adequately provided for. But there is a wide field for the encouragement of theological learning in the newer Universities which have grown so rapidly in the last thirty years, and in which the study of theology has been more or less neglected.

(155) The newer Universities are not all planned on the same model, and no uniform scheme of theological study can be contemplated. In some of them the establishment of a Theological Faculty is prohibited by the terms of their constitution; and in such cases not much can be done. It might, however, be useful to promote the establishment of Church of England Hostels or Colleges for students who wish to add theology to a course in Arts.

But in other cases, notably in Manchester, Birmingham and Bristol, it might be possible to create Theological Faculties with adequate representation of the Church of England.

At Manchester there is already a Theological Faculty of an inter-denominational character with a good tradition of learning and research; but assistance for Church of England students is much required.

At Birmingham and Bristol, a Theological Faculty does not at present exist; but we understand that proposals for creating it would be well received.

In Liverpool, Leeds and Sheffield, the prospects appear less favourable.

(156) Having regard to the urgent necessity for (*a*) facilitating the training of candidates for Holy Orders and (*b*) developing theological teaching and study in the Universities, we think that the Ecclesiastical Commission, when their funds permit, should be empowered to make an annual contribution for this purpose. The Central Board of Finance in consultation with the Central Advisory Council of Training for the Ministry, would probably be able to devise a scheme for the administration of such a grant.

(*l*) *Summary of Principal Recommendations.*

(157)

Ecclesiastical Commission.

§§ 69, 71. Constitution to be revised; with extended powers so as to enable funds to be applied to purposes specified in the Report.

Queen Anne's Bounty.

§ 78. Constitution to be remodelled so as to make Governing Body of Ecclesiastical Commission and Queen Anne's Bounty identical.

§ 75. First-fruits and tenths to be abolished.

Parochial Clergy.

(i) *General.*

§§ 87, 88. A more equitable distribution of emoluments with reference to duties to be performed should be aimed at:—

To be effected by (*a*) Union of benefices or parishes.
(*b*) "Grouping" by unions of several benefices (not parishes).
(*c*) Extension and larger use of powers for diverting emoluments from the richer benefices for other purposes.

§ 90. The maintenance of the clergy should be definitely recognised as a diocesan responsibility.

§ 91. Grants by the Ecclesiastical Commission, apart from existing schemes, should be conditional on voluntary benefactions.

(ii) *Houses and Lands.*

§ 93. Diocesan Boards of Finance to take over management of glebe and tithe rentcharge when desired by incumbent, and ultimately in all cases.

§ 95. Simplification of law relating to sale of parsonage houses.

(iii) *Pensions.*

§ 96. Present system indefensible; Church of Ireland scheme and scheme of contributions from richer benefices recommended to attention of Pensions Committee.

Unbeneficed Clergy.

§ 97. Curates not suited for parochial cures should have increased stipends after a certain number of years of approved service.

Rural Deans.

§ 98. Allowance by Diocesan Boards of Finance of £10–£20 p.a. for expenses.

Archdeaconries.

§ 99. Not to be held with benefices, but may be held with canonries if the latter are limited to the " statutable " duties. Steps should be taken, with the assent of the Crown, to give every Bishop patronage of at least one canonry in his Cathedral.

§ 100. Archdeacons' stipends to be raised by Ecclesiastical Commission to £300; their *total* emolument should be £750 and ultimately £1000.

Cathedral and Collegiate Churches and Capitular Bodies.

(i) *General.*

§ 106. All estates belonging to Chapters (except Christ Church, Oxford), minor corporations, fabric funds, etc., to be permanently transferred to Ecclesiastical Commission, excluding houses of residence and precincts. In exchange fixed income to be paid out of the Common Fund varying with circumstances of each Cathedral.

§ 108. Commission to be appointed to settle the constitution and requirements of each Cathedral.

(ii) *Durham.*

§ 111. Bishop's scheme approved generally, subject to proposed Commission.

Archbishops and Bishops.

(i) *New Sees.*

§ 115. Ecclesiastical Commission should be empowered to *supplement* endowments raised for new Sees.

§ 116. Stipends of Suffragan and Assistant Bishops should not be derived from benefices or from the income of the See. Where additional assistance required, one Archdeacon might be in Episcopal Orders.

(ii) *Stipends.*

§ 117. Estates of re-endowed Sees to be vested in Ecclesiastical Commission.

§§ 121, 122. Bishops' stipends to be divided into two parts: the personal stipend to be from £2500 (Archbishops) to £1500 (new Sees); the balance to be treated as allowance for expenses.

(iii) *Residences.*

§ 125. Liability for maintaining structure, rates, taxes, and insurance to be undertaken by Diocesan Board of Finance, with recourse in the case of ancient and historic houses, or exceptional expenditure, to Ecclesiastical Commission. Bishop to be responsible for interior decoration and upkeep, and to make a payment in respect of his personal occupation.

§ 126. Lambeth Palace to be maintained by the Ecclesiastical Commission.

(iv) *Cost of Legal Proceedings.*

§ 129. Cost of legal proceedings by Bishops (subject to safeguards) to be paid out of Common Fund of Ecclesiastical Commission.

(v) *Pensions.*

§ 132. Episcopal Pensions Fund to be established on lines of Church of Ireland, to be managed by Ecclesiastical Commission, who should defray out of Common Fund any charges beyond a contribution by Bishops equivalent to the amount of abolished first-fruits and tenths. Pension not to exceed £800–£1000, save possibly in case of Archbishops.

(vi) *Succession Fees.*

§ 135. Formalities to be simplified and elimination of unnecessary procedure.

Provincial and Diocesan Lay Officers.

(i) *General.*

§ 136. Diocesan Boards of Finance to consider relieving clergy of admission fees, etc.

(ii) *Provincial Officers.*

§§ 138, 139. Vicar General and Master of the Faculties and Judge of the Provincial Courts to be amalgamated. Fixed stipend to the officer and his staff.

(iii) *Diocesan Officers.*

§§ 141, 142. A Fee Fund to be established in each Diocese under the control of the Diocesan Board of Finance, and all diocesan officers to be paid a fixed stipend thereout.

§ 140. Chancellors to receive emolument of from £100–£300.

§ 141. Other diocesan offices where possible to be held by the same man, and if practicable to be combined with offices such as Secretary of Diocesan Board of Finance.

§ 145. Apparitors and Archdeacons' Officials to be abolished.

Central and Diocesan Boards of Finance.

§ 146. Maintenance of the clergy to be definitely recognised as a primary responsibility of Diocesan Boards of Finance.

§ 147. Quota asked for by Diocesan Board of Finance to be a single sum including central and diocesan needs.

§ 149. Diocesan Boards of Finance to keep record of parochial Trusts and Charities.

Training of the Clergy and Theological Study.

§§ 151–155. Larger funds are required for the training of the clergy and the promotion of theological study at the Universities and elsewhere, and the present facilities need to be reorganised and supplemented.

§ 156. The Ecclesiastical Commission should be authorised to contribute to these objects.

(*m*) *Conclusion.*

(158) We cannot conclude our Report without placing on record our cordial recognition of the services of Mr. Aubrey Lawrence, who has been good enough to act in an honorary capacity as Secretary to the Commission. He has devoted much time and labour to the work of the Commission and the preparation of the Report, and we are under great obligations to him for his ready assistance throughout the enquiry.

We desire also to express our acknowledgments of the services of his assistant, Miss E. M. A. Clark.

G. H. MURRAY,
Chairman.
SELBORNE.
HUGH CECIL.
HERBERT DUNELM:
GEORGE BRISTOL.
A. C. GLOUCESTER:
W. G. ST. EDM: & IPSWICH.

HENRY HOBHOUSE.
GEORGE N. BARNES.
WM. PLENDER.
HERBERT E. RYLE, Bishop.
LEWIS T. DIBDIN.
CONSTANCE SMITH.
BERNARD O. F. HEYWOOD.
F. A. IREMONGER.
W. R. LE FANU.
SIBYL THESIGER.

AUBREY T. LAWRENCE,
Secretary.

19th February, 1924.

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FIRST WITNESS. MR. S. E. DOWNING, Secretary and Financial Adviser to the Ecclesiastical Commissioners.

3rd, 4th and 5th January, 1922.

1. Proof of evidence as supplied by witness.

1. Witness is a Permanent Official of the Ecclesiastical Commissioners and since the 1st January, 1910, has been their Secretary.

From the commencement of the present year (1922) on a rearrangement of work made on the retirement of Mr. J. A. Archer (formerly Financial Adviser and Actuary) Witness has assumed the responsibility of Financial Adviser as well as that of Secretary.

Witness has put in as giving an account of the matters upon which he is prepared to offer evidence :

(1) A published Sketch of the History and Work of the Ecclesiastical Commission (1919).
(2) A classified list of the principal Acts of Parliament for the administration of which the Commissioners are responsible.
(3) The last two Reports of the Commission made pursuant to Act of Parliament for the financial years ending respectively the 31st October, 1919, and 31st October, 1920, and setting out the operations of those two years.

While prepared to afford all information in his possession on any matters in relation to the Commission, witness does not propose to deal here more than incidentally with the statutory powers and duties of the Commission in relation to matters of Church administration other than the management and application of the great central Church property held by the Commissioners.

Witness confines this present proof to introductory matters necessary to an understanding of the constitution, objects and methods of the Commission as administrators of the funds and properties placed by statute under their control and leading up to evidence concerning the value of the resources of the Commissioners, their financial position and the burdens which their property bears and can bear. Evidence on these matters will be tendered by Mr. Archer in the first place.

2. The Ecclesiastical Commission was founded in 1836 (Act 6 & 7 Wm. IV. cap. 77). Its foundation was preceded by two Royal Commissions.

(1) The Ecclesiastical Revenues Commission 1832 which made its Report in June 1835. This collected and tabulated complete information concerning the incomes of the Archbishopricks and Bishopricks, Cathedral and Collegiate Churches, Dignitaries and Corporations (including Benefices) the sources of such incomes and their distribution—and concerning the Patronage of and belonging to all Ecclesiastical Preferments. See " Sketch," pp. 12–15.
(2) The Church Enquiry Commission 1835 which in four Reports of 1836 and an uncompleted Report of 1837 made recommendations (*a*) as to rearrangements of Episcopal Incomes and Diocesan Boundaries (including the erection of two new Sees of Manchester and Ripon) and the re-arrangement of Archdeaconries and Rural Deaneries and some matters of general Church reform and (*b*) as to the suppression of Sinecure Rectories, the suspension of Canonries in Cathedral and Collegiate Churches, the detachment from non-residentiary Prebends and Offices in Cathedral and Collegiate Churches of their endowments etc. See " Sketch," pp. 16–21.

3. The Act of 1836 constituting the Commission did not put at their disposal any fund; the whole of the moneys passing through their hands under that Act being appropriations from the incomes of richer Sees rendered available solely for the augmentation of the incomes of poorer Sees, the provision or improvement of episcopal residences and the endowment of the Dioceses of Manchester and Ripon. The duties of the Commission under this Act were limited to giving effect to the arrangements included in the recommendations under (*a*) above of the Church Enquiry Commission.

4. The duties arising out of the carrying into effect of the recommendations under (*b*) above of the Church Enquiry Commission were imposed upon the Ecclesiastical Commissioners by an Act of 1840—(3 & 4 Vic. cap. 113) by which the constitution of the Commission was altered and the body considerably enlarged.

The present constitution of the Commission determined by the Act of 1836 as amended by the Act of 1840 and a further Act of 1850 (13 & 14 Vic. cap. 94) adding three "Church Estates Commissioners" is explained in pp. 24 and 25 of the "Sketch."

Since the 31st March, 1920 (the date of the disestablishment of the Church in Wales) the Bishops of the Dioceses in Wales and Monmouthshire have ceased to be Members of the Board (4 & 5 Geo. V. cap. 91, sec. 22).

Witness will put in a list of the present Members of the Ecclesiastical Commission. When all appointments are filled the body consists of 59 Members viz. :—

The 2 Archbishops
35 Diocesan Bishops
5 Ministers of State
2 Judges
3 Deans
9 Nominated Laymen { 7 by the Crown
2 „ „ Archbishop of Canterbury
3 Church Estates Commissioners { 2 nominated by the Crown
1 by the Archbishop of Canterbury.

5. The Ecclesiastical Commission is a permanent statutory Commission incorporated by its first Act (6 & 7 Wm. IV. cap. 77) with perpetual succession and a Common Seal, with power to take and purchase and hold lands, tenements and hereditaments the Statutes of Mortmain or any other Act to the contrary notwithstanding.

6. Every act of the Commissioners is done in name of the corporate body, but by the Act 13 & 14 Vic. cap. 94, sec. 7 a committee of the Board was created by the style of the Estates Committee with functions in relation to the sale, purchase, exchange, letting or management of the lands etc. of the Commissioners independent of the Board except in so far as the Board may make general rules for the direction of the Committee.

For the constitution, powers etc. of the Estates Committee, see pp. 25–26 of the "Sketch."

The general method of the conduct of the business of the Board and of the Estates Committee is explained in the pages immediately following.

7. It was under the Act of 1840 that the Commissioners first acquired any property or funds and by sec. 67 of that Act (which gave effect to a recommendation of one of the Reports of the Church Enquiry Commission) it was enacted that :—

> All the moneys and revenues to be paid to the Commissioners and all the rents and profits of the lands tithes and other hereditaments vested or to be vested in the Commissioners under the authority of the Act together with all accumulations of interest produced by and arising therefrom should be from time to time *carried over* by the Commissioners *to a Common Fund.*

and that :—

> By payments or investments made out of such Fund or if in any case it be deemed more expedient by means of an actual conveyance and assignment of such lands tithes or other hereditaments or of a portion thereof *additional provision shall be made by the Authority thereinafter provided for the cure of souls in parishes where such assistance was most required* in such manner as shall by the like authority be deemed most conducive to the efficiency of the established Church—Provided etc.

The Authority twice mentioned here is that of a Scheme of the Ecclesiastical Commissioners ratified by Order in Council under secs. 83–86 of the Act being the ordinary means provided by which the Commissioners were to carry the Act into full effect.

8. This section (*a*) provides for the establishment of the Common Fund and (*b*) declares the purposes to which the revenues and properties may be applied.

The provisions remain unaltered to the present day except in the following respects :—

(1) Certain methods of making provision have been specially authorised as

(*a*) by giving preference in the making of grants to cases where benefactions have been raised (23 & 24 Vic. cap. 124, sec. 14)

(*b*) by making grants towards the provision of stipends for curates in mining districts where again further provision for the same object should be forthcoming from other sources (23 & 24 Vic. cap. 124, sec. 15).

(2) The endowment of new districts in populous places may be said to have been specially commended to the care of the Commissioners by the New Parishes Acts 1843 & 1856 conferring upon them powers and duties in respect of the formation and endowment of such districts and directing them to anticipate their growing resources for the purpose of such endowment. (See pp. 71–73 of "Sketch.")

(3) The machinery by which the provision for the cure of souls is made by the Commissioners (*i. e.* by which grants are actually secured for the objects for which they are given) has been altered from a Scheme and Order in Council to an Instrument sealed by the Commissioners (29 & 30 Vic. cap. 111, sec. 5).

(4) An additional *purpose* of the Common Fund has recently been declared by the Ecclesiastical Commissioners' Measure 1921 adding to the former purposes that of making grants for or towards the provision of pensions for unbeneficed as well as beneficed clergy in accordance with schemes already formulated or to be formulated by the Commissioners.

9. Affecting the whole of the operations of the Commissioners (not as enlarging the *purposes* of their Common Fund but as giving rights to primary consideration in the application of the Commissioners' resources to those purposes) are the special provisions in relation to "local claims."

These are contained first in the proviso to sec. 67 of the Act 3 & 4 Vic. cap. 113 which is as follows :—

> "Provided always that in making any such additional provision out of any tithes or any lands or other hereditaments allotted or assigned in lieu of tithes so vested or to be vested in the said Commissioners or out of the rents and profits thereof *due consideration shall be had of the wants and circumstances of the places in which such tithes now arise or have heretofore arisen.*"

Limited at first to *tithes* (or property assigned in lieu of tithes) this right to special consideration was subsequently extended to all estates properties or funds vested in the Commissioners *otherwise than by purchase or exchange* (17 & 18 Vic. cap. 116, sec. 8, and 23 & 24 Vic. cap. 124, secs. 12 & 13).

10. The sources from which the Common Fund has been fed are explained in Chap. III (pp. 36–48) of the "Sketch."

It will be seen that the Fund is almost wholly derived from the readjustments of ancient episcopal and capitular endowments and transfers of endowments of Sinecure Rectories and some other Preferments and the dealings with and development of these resources over a period of about 80 years.

There have been some modern gifts and bequests to the Ecclesiastical Commissioners as for instance the "Frances Graham Bequest" a few years ago, which was given to the Commissioners for their Common Fund.

The income of the Common Fund, however, includes also the income derived from the funds representing capital grants and capital benefactions held by the Commissioners upon terms of making certain fixed payments to the benefices concerned and the capital set aside by the Commissioners (to the extent that such capital has been set aside) to secure grants of perpetual annuities made by the Commissioners and against depreciation of minerals.

11. The extent to which the value of the property transferred to the Commissioners for their Common Fund was "dormant" and the process by which this dormant value has been realised and the general policy pursued by the Commissioners for the consolidation of their Estate are explained in Chap. IV of the "Sketch" (pp. 49–68).

12. This dormancy was in the main due to the antiquated system of management of Church properties arising out of the statutory restrictions on sales, letting etc. When by the Ecclesiastical Leasing Acts (5 & 6 Vic. cap. 108 and 21 & 22 Vic. cap. 57) new powers of letting, selling etc. with the consent of the Ecclesiastical Commissioners were given to Ecclesiastical Corporations (including the incumbents of benefices) it was provided by the same Acts that the improvement of revenue above certain limits should come over to the Common Fund of the Commissioners to be applied like other moneys of the Common Fund and subject in the application to the "local claim" of the place where the improved property was situate.

The values of benefices have been very greatly improved by the exercise of the powers of the Ecclesiastical Leasing Acts and in the aggregate considerable sums have come into the Common Fund in respect of these improved values, but the Fund has not been much increased from this source as the appropriation of improved revenue has generally been accompanied by a distribution of the improvement among other benefices.

13. From the provisions of 3 & 4 Vic. cap. 113, sec. 67 (see extract in clause 7 above) it will be observed that the destination of the Common Fund is to make better provision for the *parochial* Cure of Souls in necessitous places and the manner of making it was to be determined by authority of Scheme of the Commissioners ratified by Order in Council.

Until 1866 all grants were actually secured to the objects for which they were made by Scheme and Order in Council and thereby the "manner of employment" of the Common Fund (to be such as should be most conducive to the efficiency of the established Church) was also ratified by Order in Council. Since 1866 there have been no Orders in Council for this purpose (grants being secured by Instrument under 29 & 30 Vic. cap. 111, sec. 5) but there has been no extension of the manner of employment of the Fund (at any rate until the establishment of the scheme of grants in aid of pensions).

14. The Common Fund is applied by making grants thereout. There are some objects for which the Commissioners are specially charged to make provision (*e. g.* the endowment or augmentation of archdeaconries) which are non-parochial but these are not applications of the Common Fund under sec. 67 of the Act of 1840 which declares the purposes. All such applications are in accordance with the section to *parochial* purposes and in fact to the improvement of parochial *benefices*.

15. The classes of purposes for which grants have in fact been made are set out on p. 83 of the "Sketch."

Grants towards the stipends of assistant curates are in fact and in form grants to incumbents of benefices conditional upon the employment and payment of assistant curates.

Pension grants are grants in favour of the *benefices* from which the incumbents have retired, whether they be in form to the occupying incumbent (in relief of a pension charged on the benefice) or to the retired incumbent towards providing for him in his retirement as the income of the benefice provided for him when he was actively discharging its duties.

The special "War Conditions" grants which the Commissioners have been making in favour of incumbents since 1917 are in form (and in fact) merely "temporary" augmentations of the income of benefices,—viz. each for one year—and accordingly the scheme of such grants was based upon the incomes of benefices (not the personal or family circumstances of the individual incumbents).

16. The mode in which effect has been given to the statutory right of primary consideration where there is a local claim is explained in pp. 84–88 of the "Sketch."

17. For the schemes of grants to meet benefactions see pp. 88–90 of the "Sketch."

18. For schemes of "unconditional" augmentations (*i. e.* not conditioned by the necessity of any benefaction) see pp. 91–94 of the "Sketch."

19. For schemes of provision of initial endowments for newly formed districts see p. 94 of the "Sketch."

20. For schemes for assisting the provision of stipends for assistant curates see pp. 95–96 of the "Sketch."

21. For the Pension Grants Scheme of the Commissioners (at present limited to Incumbents retiring from benefices) see pp. 96–97 of the "Sketch."

22. Witness appends a copy of the current Regulations of the Commissioners setting out the schemes of augmentation on which the Commissioners are now working (other than augmentations on the ground of local claim for which detailed regulations are not issued).

23. For an explanation of the scheme of unconditional augmentations on the ground of population which is now being carried out by the Commissioners (and will probably be completed in 1922) and of the considerations which led to the adoption of this scheme witness refers to a Report (print annexed) of a "Select Committee of the Commissioners on modes of application of a further charge to be placed upon the Common Fund" adopted by the Board on 18th December, 1919.

He refers also to p. vii of the 72nd (1920) Report of the Commissioners presented to Parliament, of which prints have been put in.

24. As to the modes in which in the course of their history and by reason of the peculiar character of their resources the Commissioners have from time to time made their grants for the several purposes before described and as to the objects pursued by the Commissioners in their financial methods witness refers to Chap. V. (pp. 69–82) and to Chap. VII. (pp. 100–113) of the "Sketch."

The varying reasons for the adoption of the systems of perpetual charges and employment for capital grants of the annual surplus of income are there described.

25. It will be observed that capital has been treated as income of the Common Fund (with the authority of Parliament) to facilitate and accelerate the provision of sums required for augmentation in three ways :—

(1) £600,000 borrowed from Queen Anne's Bounty and consumed in providing for a time incomes for new districts (this was repaid out of the capital proceeds of sales of estates).

(2) £1,600,000 about has been received from the Church Estates Commissioners and used as income of the Common Fund. This represents the capital advantage on sales, exchanges etc. by ecclesiastical corporations (of estates which had not come over to the Ecclesiastical Commissioners) effected under the Episcopal and Capitular Estates Management Acts.

(3) £1,700,000 in annual sums of £100,000 from 1866 onwards were taken into the Common Fund from the proceeds of sales of the Commissioners' own estates.

26. Attention is drawn to the statement on p. v of the Commissioners' 72nd (1920) Report as to the steps taken by the Commissioners during and since the War in reference to the raising of rents of agricultural estates and the sales of land.

27. The classified list of Acts and Measures affecting the Commissioners coupled with the preliminary pages of each Annual Report sufficiently indicate the general administrative work of the Church with which the Commissioners are concerned. The most considerable addition to this part of their work in recent years is that resulting from the Union of Benefices Act 1919.

28. Apart from specific duties under Acts of Parliament the ownership of so large and varied an estate in manors, lands, mines, tithe rent charge etc. brings the Commissioners into practical concern with large social questions such as housing of the working classes, provision of open spaces, temperance etc. and makes them vitally interested in legislation concerning agriculture, control of mines, compulsory acquisition of lands for all sorts of public purposes, not to mention such schemes of taxation as were represented by the Finance Act of 1909–10.

29. Among the more general powers conferred upon the Commissioners under some of their Acts may be mentioned as specially affecting this Enquiry :—

(1) Power by scheme and Order in Council with consents of Bishop and patrons to transfer the patronage of benefices from one patron (whether an ecclesiastical corporation or not) to another. Sec. 73 of 3 & 4 Vic. cap. 113 and amending Acts.

(2) Power by Scheme and Order in Council with consents of Bishops to effect exchanges of patronage between patrons. 16 & 17 Vic. cap. 50 and 23 & 24 Vic. cap. 124, sec. 42.

(3) Power by Scheme and Order in Council with consents of Bishops and patrons to apportion incomes of benefices *in the same patronage* between such benefices. sec. 74 of 3 & 4 Vic. cap. 113 and amending Acts.

2. List of documents put in by witness.

(i) The Ecclesiastical Commission. A Sketch of its History and Work by Sir Lewis T. Dibdin, *First Church Estates Commissioner*, and Stanford Edwin Downing, *Secretary of the Ecclesiastical Commissioners*. [Macmillan & Co. 1919, price 1*s*.]

(ii) List of principal Acts and Measures affecting the Ecclesiastical Commissioners : 1836–1921.

(iii) 72nd Report from the Ecclesiastical Commissioners for England; with an Appendix. Presented to Parliament by command of His Majesty. [Cmd. 625 of 1920.] Price 3*d*.

(iv) 73rd Report from the Ecclesiastical Commissioners for England; with an Appendix. Presented to Parliament by command of His Majesty. [Cmd. 1221 of 1921.] Price 3*d*.

(v) List of present Members of the Ecclesiastical Commission.

(vi) Ecclesiastical Commissioners for England. Regulations respecting certain Grants out of the Common Fund. March 1921. [No. 1861.]

(vii) Ecclesiastical Commissioners for England. Report of Select Committee on Modes of Application of a Further Charge to be placed upon the Common Fund of the Commissioners. Dated 23rd Oct., 1919.

3. Summary of oral evidence of witness.

The policy of the Commission is laid down by the Board and all matters of policy are referred to it by the Estates Committee. The usual attendance at Board meetings is about ten, of whom four would be members of the Estates Committee. The Estates Committee, which is practically a standing committee, is concerned with the management of the whole of the property of the Commissioners, and its members are all conversant with the management of landed property. The other important committee of the Board is the Augmentation Committee, which is appointed annually.

The Commissioners employ two London firms of land agents and surveyors (Messrs. Clutton and Messrs. Smiths, Gore & Co.) to look after their landed property. They work in the closest association with these firms, whose offices are near those of the Commission. These two firms employ sub-agents wherever they consider it necessary throughout the country. They receive a commission of 6 per cent. in regard to agricultural tenancies, and the sub-agents are paid by the London agents out of this. The London agents are in constant touch with all the Commissioners' properties, personally visiting them whenever necessary. It would not be advantageous to employ the local agents direct, or a number of local agents in the larger centres. This matter has been carefully considered by the Estates Committee on more than one occasion and they consider their present practice the most efficient. There would be great difficulty in controlling the local agents from the office of the Board and the agents would be liable to give closer attention to the claims of their local clients than to those of the Commission. The Commissioners are larger landowners than any single one of the Government Departments which manage landed property, with whom they have the most friendly relations, and who frequently consult the experience of the Commissioners' staff. The letters of complaint read by Canon Headlam against the administration of the Commissioners' landed estates were all probably based on misunderstandings and capable of explanation. All such complaints are always fully investigated.

The Durham mining property of the Commissioners is managed by a local mining agent.

The working-class dwelling property was managed by Miss Octavia Hill till her death, and since then has been under the management of ladies trained by her or in her methods. This management has always been highly satisfactory.

The Commissioners still grant leases of 999 years, but premiums are now very rarely taken except in the case of public houses, where this is always done. For town property a fair rental value is obtained, and in mining leases the highest reasonable royalties. In agricultural tenancies, which are in the main year to year, the Commissioners' object is to get the full proper value for the land consistent with their position as large landowners. Rents are adjusted as opportunity occurs upon the advice of the London agents, who make all necessary local enquiries and inspections.

The Commissioners have never committed themselves to a policy of general suppression of all public houses, though they have suppressed a great number. The present number on their books is about 250, exclusive of beer houses.

Throughout the War the Commissioners adopted a policy which was considered to be in the best interests of the nation and of agriculture as to raising rents and selling their land. Since 1919 rents have been raised where possible and 50,000 acres (or nearly one-sixth) of the land has been sold. It was considered unwise in 1920 to attempt to sell more than 50,000 acres, and since then, though the Commissioners have continued their efforts to sell, they have been unable to find any considerable market.

The Commissioners only have power to apply their money to making additional provision for the cure of souls in parishes where it is most required. The Commissioners have interpreted this expression to include such matters as the provision of pensions for incumbents over 65 years of age.

The Commissioners have always considered that it was their special care to see to the endowment of new districts in populous places. The conditions upon which such endow-

ment is granted are (1) a population exceeding 4,000, (2) a suitable church (accommodating not less than 500) shall be built and consecrated (though in special cases this condition may now be waived), (3) the patronage shall be public, *i. e.* such as cannot be sold or transferred for a consideration. Comparatively few new districts have been formed in recent years, but owing to the modification of the conditions and the movement of population caused by the War it is anticipated that all the money put aside for this purpose will be quickly used up. The grants given are in form perpetual annuities charged on the Common Fund. There is no figure obtainable giving even a rough indication of the number of the members of the Church in any district.

The power of the Commissioners to make grants to meet benefactions has been a powerful incentive to the giving of funds by private individuals to augment endowments. These grants are in form grants of capital. The benefaction and the grant appear together in the " Benefices augmented and endowed capital " account, and the capital sum is a liability of the Commissioners in favour of the benefice. In certain events, the capital may have to be produced for application in some way for the benefit of the benefice.

The augmentation of benefices according to the standard in relation to population is accomplished by making grants which become a charge on the income of the Common Fund. The Commissioners anticipate being able to augment in this way all livings in public patronage up to the appropriate standard in relation to their population and those in private patronage up to £200. In this latter case the augmentation is made to cease with any transfer of the patronage so as not to increase the value of the advowson. In cases where benefices may be united the grants are made expressly subject to revision upon any union taking place. No regard is had in making these grants to voluntary augmentations made by such bodies as the Queen Victoria Clergy Fund or the Diocesan Boards, it being understood that when the permanent augmentation is given by the Commissioners the voluntary one may be withdrawn. The proper method of treating grants of Diocesan Boards is tending to become more difficult, as their grants are tending to become more permanent in nature.

Grants may be made to incumbents where pew rents fall off or are abolished. Some years ago a sum of money was set aside for a scheme for the abolition of pew rents, but when the money was exhausted the scheme was dropped.

Grants on the grounds of local claims have as their object to raise the endowments to a certain standard. These local claims are to a certain extent a tie upon the Commissioners' funds.

Grants towards stipends of assistant curates are in form grants of annuities to incumbents conditional upon their employing a curate at a specified stipend. The maximum granted for each curate is £120 p.a. These grants are made either on the ground of " local claim," when they are in form permanent, or in respect of mining or industrial districts, when they are for 5 years and renewable. This provision for curates is looked upon by the Commissioners as secondary to their duty to provide stipends for incumbents.

Pensions are now granted to incumbents (to be extended to assistant curates) up to £75 p.a., which may be paid as to £50 to the incumbent and as to £25 to the benefice in aid of any pension charge. The conditions of the pension are (1) age must be over 65, (2) nothing against character, (3) benefice under £450 p.a., (4) an independent income of £50 p.a.; but any of these may be waived in special circumstances and the making of a grant in any case is entirely within the discretion of the Commissioners on a consideration of the merits. The pension is terminable upon the commission of an ecclesiastical offence or the taking of another living. The provision as to the independent income was inserted to meet the criticism that the scheme would militate against thrift. The Commissioners have fixed £80,000 as a maximum that they can spend on pensions. If some pension scheme were to be instituted no doubt the Commissioners would be prepared to consider allowing this £80,000 to be used for the scheme.

During the War bonuses have been paid to nearly 8,500 incumbents and assistant curates, amounting in 1920 to £267,700. This sum would rapidly diminish.

The position as to parsonage houses throughout the country cannot be exactly ascertained, but it is certain that there are many unsuitable houses which are too large and costly for the incumbent to keep up.

The Commissioners have the power to make up the incomes of Deans and Canons to the statutory minimum where they fall below this figure.

All these various grants form charges on the Common Fund.

The policy of the Commissioners has been to make income grants from the income of their Common Fund until they considered that their security for such grants would not warrant any further grants of income. From that time they proceeded to make capital

grants from the surplus income as and when it accrued, until the growth of income again permitted them to proceed by way of charges on income.

A margin of £300,000 surplus income is not at all excessive in view of the magnitude of the fund and the charges on it. The margin is also necessary to provide a fund out of which benefactions can be met, parsonages provided, new districts endowed and local claims attended to, which matters can only be dealt with as they arise.

The Commissioners consider that surplus funds should be used rather to create permanent endowments than temporary ones. If the surplus failed the cessation of the temporary endowments would cause great difficulties and hardship.

The income of the Commissioners is not likely to increase suddenly as the result of any action taken, but will probably increase gradually over the next 25 years, though the receipts from minerals alone may slowly decrease.

Any charges put upon the Common Fund in favour of Bishops, Deans, Cathedrals or for other objects would of course diminish *pro tanto* the money to go to the parochial clergy, to whom it was given by the Act of 1840, which fixes the priority of claim to the Common Fund. The Commissioners' funds are wholly insufficient as it is to carry out their primary object of making provision for the cure of souls. The Commissioners have no power to charge the Common Fund with any sums in respect of new bishopricks. Parliament has always expressly prohibited such a charge. The charge upon the Commissioners in respect of the bishopricks of Manchester and Ripon was created before the Common Fund came into being. Parliament has never allowed a new Bishoprick Act to be passed unless proper provision was made for endowment. The smallest sum allowed has been £2,500 a year. The Commissioners act as trustees for the endowment funds of new Sees.

The sum paid to Bishops by the Commissioners is partly in respect of Bishops who, under the statute of 1860, had estates restored to them (*i. e.* were re-endowed with estates) and partly in respect of those who were never so re-endowed. The restored estates are all managed by the Commissioners. In both cases the Bishops receive their statutory income, but in the former case this income is secured upon the particular estates, which are owned by the Bishop, as well as by the Common Fund, which alone secures the payment to the latter class.

The Commissioners have no power to augment bishopricks or to take over the liability for repairing their houses of residence.

Deans and Chapters are partly paid direct by the Commissioners and partly manage their own estates. It would be more satisfactory if the management of these estates were in the hands of the Commission as the Deans and Chapters cannot get the best out of them.

The Commissioners have no power to contribute towards the maintenance of Cathedrals, but as very large landowners they have always realised and accepted the voluntary obligation to give support to certain classes of deserving objects in districts where they hold land, and under this head they have subscribed large sums to Cathedral restorations.

It is admittedly better to make the Church efficient at once than to wait 20 years, but this cannot be done by putting a charge of £400,000 on the Common Fund. It is not possible from a business and financial point of view, and further such surplus income is required for various needs which arise from time to time and cannot be anticipated, such as endowment of new districts etc.

There would be no intrinsic objection to the Commissioners being authorised to appropriate a capital sum of £1,000,000 to dilapidations if the money were available and it were the best way of spending it.

From the present state of central and diocesan finance there seems no justification for anticipating that the needs of parochial clergy will be met unless the Commissioners apply their whole resources to that end.

The purchase by agreement of the Sinecures existing—less than 20—might be carried out at a cost of about £25,000, the annual value being probably about £5,000. It is doubtful whether this would be worth while, as in all probability the income in almost all cases serves to augment that of some benefice, or otherwise to provide for working clergy.

The Union of Benefices Act is by no means perfect. The Commissioners should have more extensive powers under it, but unions are being carried out under it as rapidly as possible. Under the Act of 1919 the Commissioners have power to initiate unions. A great deal of time and labour must be spent both by the Bishop and his advisers before the local enquiry and by the Commissioners' office after the enquiry. The enquiry itself is essential and should be consistently conducted throughout the country; it does not of itself occupy much time. As the Act is only a temporary one the Commissioners did not feel justified in engaging a large extra staff to deal with the work. There are some 1,000

unions proposed and it may take 20 years to deal with them all. Many of them would not in any event come in force for many years as they would have to await the vacancy of the benefices. It is important that ample time should be given for local objections to be put forward, as the unions are practically always opposed locally. It is better for these schemes to be in the charge of a central body, as local interests have often to be overridden, and it is desirable that a wide and impartial view should be taken. Furthermore it is doubtful how far the Privy Council would be prepared to act upon the recommendations of a local body such as the Diocesan Board. Many of the Diocesan Boards are hardly strong enough yet to control such enquiries.

It would be very much better for the efficient and economical dealing with and development of landed property that is now in the hands of incumbents if it could be vested in and managed by the Diocesan Boards co-ordinated through some central authority. This would necessitate however the reorganisation of the Diocesan Boards, as it is essential for the administration of landed property that there should be a small and really responsible committee in control of the estates, with one or more permanent officials. The Commissioners could not efficiently handle widely scattered property of this nature. At the present time the Commissioners rarely have power or funds to assist incumbents in the development of their property.

The Commissioners have received very few bequests in modern times and never any parliamentary grants, although in the early years some of the Commission's expenses were paid by Parliament.

Amalgamation of the Commissioners' work with that of Queen Anne's Bounty would undoubtedly lead to some saving, and there is no real reason against such an amalgamation, though it would be unfortunate if the historic title of Queen Anne's Bounty were to be lost.

SECOND WITNESS. MR. J. A. ARCHER, Financial Adviser and Actuary to the Ecclesiastical Commissioners from 1st January, 1910, to 31st December, 1921.

5th January, 1922.

Mr. J. A. Archer.

1. Proof of evidence as supplied by witness.

1. Witness until his retirement at the end of the year 1921 was a Permanent Official of the Ecclesiastical Commissioners, and from the 1st January, 1919, was their Financial Adviser and Actuary. He is a Fellow of the Institute of Actuaries.

2. As Financial Adviser and Actuary he has been the Officer directly responsible to the Board for all matters affecting the finances of the Commission, the investment and management of their funds and the valuation of their Common Fund.

3. He submits by way of proof of the evidence which he is prepared to give on the subject matter of this Enquiry in relation to the Ecclesiastical Commission, the annexed statement with the Schedules attached thereto.

ECCLESIASTICAL COMMISSION.

COMMON FUND.

Memorandum confined to properties, funds and revenues administered by Ecclesiastical Commissioners for purposes of Common Fund.

The following Memorandum is confined to the properties, funds and revenues administered by the Ecclesiastical Commissioners for the purposes of the Common Fund. The Common Fund may be defined with approximate accuracy as the Fund to which is carried the revenues of the properties vested in the Commissioners for their general purposes (see 3 & 4 Vic. cap. 113, sec. 67). The funds, etc., which are vested in them on behalf of specific benefices or special trusts as summarised in the published Trust Accounts will be included in the comprehensive Return which is in course of preparation.

Probably the best way of giving the Church Property Committee the fullest information is to explain the principles and methods of valuation which determine the annual charges on the Common Fund, and to review all the sources of revenue and items of expenditure included in the last completed valuation, viz., that of 31st October, 1920.

Schedules presented.

In this connection the following Schedules are presented :—

(1) The Valuation of 31st October, 1920.

(2) A Summary of the Rentals for the year to 31st March, 1920, showing the receipts from the various sources of revenue according to counties.

(3) A Summary of the Stock Investments held on 31st October, 1920, showing as regards the compulsorily redeemable Stocks the years of redemption arranged (A) according to the class of security, and (B) according to the nominal rate of interest.

(4) A Summary of the Mortgages held on 31st October, 1920, arranged according to the different rates of interest and the years in which the final instalment falls due.

POLICY.

Appropriations of surplus for new needs. Direct charges on Common Fund.

In making their augmentations the Commissioners pursue a two-fold method. First, they make appropriations of surplus income year by year as capital to meet benefactions, etc., and as the capital equivalent of grants for the endowment of new districts, and for other purposes, to supply new needs of the Church. Secondly, and consistently with this policy, they charge the Common Fund from time to time with permanent annuities of such amount as it will safely bear without setting aside the equivalent capital value.

The determination of the charges which may be placed directly upon the Common Fund without special security is a matter of some difficulty. On the one hand the income includes a large amount of Mineral Royalties which are at all times subject to considerable fluctuation. The Government have declared their intention to nationalise Mineral Royalties, but even if the royalties are retained by the Commissioners they must eventually yield to them a greatly diminished income as the mines are worked out. On the other hand, it is also necessary to have regard to properties outstanding under beneficial leases and the like, which produce little income at the present time but which will become more productive as the leases determine. Moreover, the payments out of the Common Fund include terminable grants to Incumbents, grants for Curates made for a period of five years, and Pension Grants to retired Incumbents which cease on death of the grantees.

PRINCIPLES OF VALUATION.

It would be well to state at the outset the general principles which, in accordance with the policy as defined above, should be acted upon in determining the amount of the charges upon the Common Fund.

(1) The charges on the Common Fund should be amply secured, in other words, there should be a substantial surplus of income after payment of the charges.

(2) The surplus of income should be sufficient both now and in the future to provide the annual appropriation which, capitalised, will enable the Commissioners to continue the work of endowing and augmenting Livings by grants of capital or income.

In applying the principles laid down, it is necessary to prepare a Valuation in the form of a Balance Sheet (see Schedule (1)) to determine (A) the Income Assets and Liabilities for annual payments, and (B) the Capital Assets and Liabilities. It will be shown that, in present circumstances, the former (A) is of the greater importance.

METHODS OF VALUATION.

ASSETS—INCOME.

Normal net income to be ascertained.

The first step is to ascertain the normal net income (before deduction of income tax) from the various classes of property, viz.: Agricultural Rents, House Property, Tithe Rent-charge, Ground Rents, etc., and to enter the results on the Assets side of a Balance Sheet.

Actual net income cannot be relied upon.

For this purpose it is impossible to rely upon the gross receipts and expenditure of the year ended on the 31st October, at which the valuation is made. The normal net income in any case may be more or less than the actual net income of the year.

During the War, miscellaneous receipts were exceptionally large owing to sales of timber; expenditure on repairs of House Property, Farm Buildings, and Chancels was necessarily reduced to a minimum; subscriptions which the Commissioners as landlords make for the repair of Cathedrals, Churches and Schools dwindled considerably; dealings in land were restricted to the utmost, consequently the fees paid to Surveyors, Solicitors and Architects sank to the smallest proportions. With a rising income tax the full charge was not realised because tax was being deducted from the annual payments to Incumbents, etc., at a higher rate than that borne by the rental income brought into account and moreover the Assessments under Schedule A were not being revised to correspond with the increase in the rentals.

In all these ways the surplus income of the Common Fund was greatly exaggerated. For purposes of valuation it was necessary to ignore exceptional receipts and expenditure in arriving at the normal net income. In the year to 31st October, 1918, it was calculated that (including the temporary reduction in Curate payments) the actual surplus of the Common Fund was more than £100,000 in excess of what could then be regarded as the normal.

As regards the rental items the gross income would generally correspond with the gross receipts of the preceding year with such adjustments as may be necessitated by changes such as the recent sales of agricultural land and the transfer of properties under the Welsh Church Acts.

Agricultural Rents, etc.

Since the Armistice the cost of repairs and the burden of parochial rates have been increasing with great rapidity, and it continues to be essential that a proper deduction should be made in arriving at the net income from Agricultural Land, House Property, and Tithe Rent-charge, in so far as these properties are subject to the liabilities mentioned. A deduction of the actual expenditure under these heads for the preceding year or years would be very misleading.

Mineral Royalties.

As previously stated the income from Mineral Royalties is liable to great fluctuations and some assumption must be made as to the future revenue from this source so long as the Commissioners retain possession. In 1918 it was assumed that, as a starting point, the gross income would be £400,000 a year and the net income £375,000 as reduced by the payment of Mineral Rights Duties, etc. It was further assumed that the net income will decrease by £5,000 a year so that if the deduction is continued the income will be reduced to nil at the end of 75 years. Provision must be made for future contingencies, and this is done by reserving £80,000 a year which is transferred to the Minerals Depreciation Fund.

General outgoings and certain agency charges not deducted from gross income in certain cases.

Certain outgoings are not deducted from the gross income to obtain the net income from particular classes of property for the following reasons: Stipends may be charged on properties of more than one class, and they should, moreover, be valued on the same basis as the general charges on the Common Fund, especially as they are sometimes retained as a liability when the properties are sold; Stamps, Subscriptions and Agency Charges (except as regards Tithe Rent-charge and Agricultural Rents) are not allowed as deductions for assessment to income tax and it is convenient that they should be shown up separately so that they may be taken into account in computing the income tax liability. They are, moreover, not usually included as an outgoing in arriving at the net income for purposes of a capital valuation.

Mortgages and investments.

The next big items on the Assets side of the Balance Sheet are Mortgages and Investments, and in both cases the income to be entered is not the income of the preceding year. The surplus income of the Common Fund, benefaction moneys and generally the excess of sales over purchases of land, etc., are being continually invested so that on the 31st October the yield from Mortgages and Investments is generally greater than the actual income of the year ended on that date and credit should be taken for the larger amount.

Assets required to provide for payments due 1st November.

A large sum of cash must be standing to the Commissioners' credit at the Bank of England on the 31st October, or Treasury Bills or Short Term loans must mature on the following day or days to provide for the heavy payments to Incumbents and Bishops (about £350,000) due 1st November. Assets to this amount should therefore be treated as non-productive of income; if the Cash Balance is less than, say, £350,000 the adjustment should be made on the Liabilities side of the Balance Sheet.

LIABILITIES—ANNUAL PAYMENTS.

Charges on Common Fund are, with few exceptions, permanent.

The charges on the Common Fund should now be entered in the Annual Payments column of the Balance Sheet. The character of the charges will be more conveniently explained when the Capital Valuation is dealt with, and it will suffice to say at this stage that they are with few exceptions permanent and are secured by Acts of Parliament or by Orders in Council or Instruments under the Authority of Parliament.

Real liability for annual payments to be determined.

In arriving at the net income it was necessary to determine the normal receipts and expenditure as on the 31st October, and so, with the annual payments, the amount to be entered is in each case the annual sum for which the Commissioners are liable on that date.

Since new grants to Incumbents, both for the endowment of Livings and for Curates, are being made throughout the year, the liabilities on the 31st October are greater than the actual payments for the year ending on that date.

Curates are not always continuously employed in the Benefices and the payments assumed as liabilities need only be such proportion of the grants subsisting on the 31st October as experience shows would be paid in normal times.

Provision must then be made for the expenses of administration, income tax, and the sum to be transferred to the Minerals Depreciation Fund.

Income already allocated or capital already appropriated to be treated as liabilities.

Care must be taken to treat as a liability any income which has been already allocated and any income earned by sums included in the capital value of assets which have been already appropriated. These include the difference between the amount of the subsisting pensions to retired Incumbents and the amount of the pensions which the Commissioners have pledged themselves to pay; the interest on any moneys temporarily invested pending payments to Incumbents and Bishops due 1st November; the interest on the Common Fund balance in excess of, say, £250,000; the interest earned on that portion of the Appropriation Fund which is to provide grants (either capital or endowment) already voted though not secured, and any funds reserved for special purposes.

BALANCE AVAILABLE FOR APPROPRIATIONS AND NEW CHARGES.

Annual appropriation for new needs.

The annual sum which is required to provide for future needs, *i. e.* the annual appropriation of surplus to be capitalised for this purpose, must then be decided. If this sum is sufficient as a margin of security for the whole of the charges on the Common Fund including any fresh charges then under contemplation, the balance of income may be tentatively assumed to be available for such fresh direct charges.

Balance of income provisionally assumed to be available for fresh charges subject to capital valuation of assets.

Until a capital valuation is made of the Assets it is impossible to decide definitely whether the sum tentatively assumed to be available for fresh direct charges on the Common Fund can be safely applied in this way and whether the principles laid down will have been observed, viz.: That if and when such additional charges shall have been placed on the Common Fund, the margin of income reserved for security and current needs can be relied upon for these purposes.

ASSETS—CAPITAL.

The next step, therefore, is to estimate, with as near approach to accuracy as is possible, the capital value of the Assets and to carefully consider what the position would be if the properties were sold, redeemed, or compulsorily acquired.

Agricultural Rents, House Property and Ground Rents are not in general subject to redemption or seriously threatened with expropriation, and it may not be necessary to reserve any part of the income even when the Capital Valuation indicates that the sale of the properties and reinvestment of the proceeds would involve a loss of revenue. The yield from Government Securities is usually less than the yield from properties such as houses and ground rents, partly because the latter are less marketable and more expensive to transfer. As the Commissioners are generally under no compulsion to sell agricultural land, house property or ground rents, the whole of the net income from these properties may be included for the purpose of arriving at the disposable surplus **provided there is a reasonable probability that the income will be maintained.**

Agricultural rents.

Rents of the larger farms retained by the Commissioners have been increased and the policy of increasing rents is being extended but the new rents are not excessive and it is probable that in spite of the heavy fall in the prices of farm produce they will be maintained. Moreover, there is included in Agricultural Rents the income from about 3,000 acres of building land in the County of London and its vicinity and from other land with a value for building purposes in various parts of the country. It may be assumed that when it is possible to deal with this land either by lettings or sales the additional income to be derived therefrom will more than compensate for any possible fall in purely Agricultural Rents.

House property and ground rents.

House Property and Ground Rents are from time to time interchangeable. Much of the Commissioners' House Property is very old and expensive to maintain. Sooner or later the houses must be pulled down and the land let at Ground Rents with a resulting loss of revenue. The increased rents obtained from House Property under the Rent Restriction Acts are accompanied by heavier outgoings in repairs, but it is probable that, if rents have to be lowered at some future time as the result of a plentiful supply of houses, the cost of repairs will likewise diminish, so that the net rental may not *from this cause* be greatly affected.

One-third of the Commissioners' revenue from Ground Rents is derived from 999 years' leases and is therefore unimprovable. Other Ground Rents arise from leases granted for terms of from 80 to 99 years, and the reversion, being distant, has little value. There are, however, properties of considerable value in the more central parts of London, notably in Islington, St. Pancras, Lambeth, Newington and Paddington, from which an increased revenue will be derived in the next 40 years as the leases fall in, whether the old houses are demolished and the sites let for building or the houses are retained and let at rack rents.

Considering both House Property and Ground Rents together it may be assumed that the rentals will not only be maintained but will be increased in the future.

As regards properties which are subject to redemption or which are likely to be compulsorily acquired, only such income should be taken into account as would be yielded by an investment of the estimated proceeds after redemption or expropriation, and it follows that if a deficiency would result from the occurrence of these events a sum should be reserved annually out of income and carried to a Reserve Fund.

Tithe Rent-charge must be carefully watched with special regard to the terms of redemption prescribed from time to time by the Ministry of Agriculture under the Tithe Act of 1918. Tithe is so seldom offered for sale in the open market that there can hardly be said to be a market value. The Ministry of Agriculture may be regarded as the market for Tithe Rent-charge. The capital value may, therefore, be calculated in conformity with the prescribed terms of redemption, the basis of which is that the income which the Owner receives from the investment of the consideration moneys in Government Securities is equivalent to the income he would receive from the Tithe. With the prospect of an increase of income when the averages again come into force in 1926 no portion of the receipts need be reserved at the present time, but this may be a matter for serious consideration in later years.

Tithe rent-charge.

The valuation of Minerals presents the greatest difficulty, since no complete survey has ever been made of the Commissioners' holdings. In considering the financial position with the Accounts for the year 1918 it was decided to estimate the gross and net receipts at £400,000 and £375,000 respectively, to continue the transfer of £80,000 per annum to the Minerals Depreciation Fund, and to write down the net income by £5,000 a year. It may be reasonably calculated that the Commissioners would receive as compensation a sum equal to 12 years' purchase of the assumed net income, because (1) the assumed net income is below the actual average net receipts of recent years, and (2) it may be supposed that compensation would be paid for "potential properties where coal is known to exist and is awaiting development." If nationalisation could have been effected at the end of 1920 and compensation had been received on the assumed basis, the position would have been as follows:—

Mining Royalties.

Assumed net income from Minerals		£365,000
Less Income Tax at 6*s.* in the £		109,500
		255,500
Deduct—		
Sum transferred to Minerals Depreciation Fund	£80,000	
Agency	7,800	
		87,800
Disposable surplus *before* nationalisation		£167,700
Assumed Capital Value as compensation, £4,380,000 invested to produce 5½ per cent. ...		£240,900
Less Income Tax at 6*s.* in the £		72,200
Disposable surplus *after* nationalisation		£168,700

London Bishopric (Paddington) Estate.

The London Bishopric (Paddington) Estate, of which the Commissioners are entitled to a proportion (mainly one-third) of the income, includes valuable properties at low ground rents and will, like certain properties of the Commissioners situate in the more central parts of London, be productive of increased revenue within the next 40 years. A special valuation of the Commissioners' interests was made in 1918.

The Manors need exceptional treatment as the receipts on enfranchisements are usually very large in comparison with the average annual revenue from the properties enfranchised, while, on the other hand, the annual receipts of both income and capital must, in spite of fluctuations, decrease as enfranchisements are effected. These features have been fully taken into account in the valuation.

Manors.

Properties outstanding on beneficial leases formerly belonging to Bishops, Chapters and other Ecclesiastical Corporations, who granted the leases at low reserved rents and received periodical fines on renewals, were transferred to the Commissioners from time to time as the result of the suppression of Ecclesiastical preferments, commutations, or the endowment of Bishops on a statutory basis. The reversionary interests have been extensively sold and leasehold interests purchased in order that the Commissioners might accelerate the augmentation of poorly endowed livings. Yet for many years large reversionary interests remained and the Commissioners were able to charge their Common Fund with permanent annuities of very substantial amount. In 1870 the annual charges on the Common Fund amounted to £600,000; the net rental of estates was £447,000, but the Commissioners then held vast properties in reversion which with properties subsequently transferred have added more than £1,000,000 a year to the rental. In the course of 50 years from 1870 to 1920 the charges on the Common Fund have increased from £600,000 to £1,900,000, but all that remained in 1920 of the properties held under beneficial leases was about £13,000 of commuted tithe rent-charge and 8,000 acres of land calculated to produce about £15,000 a year. In 1918 it was assumed as the basis of valuation that property of the capital value of £50,000 would revert to the Commissioners in each of the succeeding eight years, and although a revaluation will be made before the end of that period the results must be insignificant.

Beneficial leases.

The Bishopric Permanent Estates comprise about 42,000 acres of land and £19,000 commuted tithe rent-charge and in addition a small amount of ground rents and other receipts besides the income from the investment of capital moneys derived from sales of land, etc. It will be observed by reference to the annual payments made to the Bishops whose estates are managed by the Commissioners that the net income from the estates amounts to about 60 per cent. only of the annual payments, the deficit having to be made up by the Common Fund.

Bishopric permanent estates.

The great bulk of the Mortgages consists of loans to Local Authorities on mortgage of the rates, and the loans are repayable by instalments (usually on the annuity principle) spread over a period of years. The older loans were advanced at comparatively low rates of interest and are being repaid with increasing rapidity. Later advances have been made at higher rates of interest, the highest rates being paid on the most recent loans, which have generally been arranged for very long periods without any option of earlier repayment. As the average rate of interest on the Mortgages outstanding on the 31st October, 1920, was rather less than 4 per cent., no fear need be entertained for the present as regards the maintenance of the income from this source.

Mortgages.

There is no department of the Commissioners' finances which needs so much vigilance as the Stock Investments. In the management of this branch the main purpose is to secure a permanent income. With this object always in view, redeemable securities bearing a high nominal rate of interest have been, and continue to be, exchanged at suitable opportunities for irredeemable securities or redeemable securities bearing a lower nominal rate of interest. Large sums of 5 per cent. War Stock redeemable in or after 1929 have been sold and the proceeds reinvested in 4 per cent. Funding Stock which cannot be redeemed before the year 1960. By seizing the opportunity which presented itself the exchange was effected without loss of income and with the certainty of a large capital appreciation in the future. Subsequently large blocks of 5 per cent. National War Bonds have been either sold and the proceeds reinvested in suitable securities or the Bonds converted into the 3½ per cent. Conversion Loan which is not redeemable for 40 years. A considerable increase of income resulted from these transactions. Very substantial holdings of 2½ per cent., 3 per cent. and 3½ per cent. redeemable stocks are included in the list of investments and these are being retained for the present with a reasonable prospect of an increased yield of income in the future. On the 31st October, 1920, the market value of the Stock Investments was £8,937,244, and the income therefrom £507,417, which gives the high average yield of £5 13*s.* 6*d.* per cent. and yet it may be predicted that taken as a whole there will be little or no future diminution of income from the investments held on that date or from the substituted securities in case of reinvestment.

Stock Investments.

LIABILITIES—CAPITAL.

The next step is the valuation of the Liabilities, but before taking this step it is necessary to determine (1) in what manner the temporary charges are to be dealt with and (2) what rate of interest is to be employed in the valuation.

The temporary charges comprise (1) Grants to Livings in private patronage cases, which grants are determinable on a transfer of the patronage; (2) Grants which will determine from various causes; (3) Additional and Mining Curate Grants made for a period of five years only; and (4) Pensions to Retired Incumbents, etc., which cease on the death of the grantees. At first sight it would appear that the grants enumerated above should be valued for the term during which the liability to pay them will continue but careful consideration leads to the conclusion that they should all be treated as permanent.

Terminable charges should be treated as permanent.

The temporary grants in private patronage cases are made terminable in form to prevent the Owner of the Advowson from obtaining on a sale any advantage from the increase in the value of the Living, but the number of cases in which it has been necessary to terminate these grants is small and the grants are to all intents and purposes permanent. Again, to allow the Curate Grants to lapse on the expiration of any period of five years would cause almost as much distress as to deprive the Living of its permanent endowments and the only object of voting the grants for a short period is to reserve the power to transfer them to Livings where the need is greater. Similarly, with regard to the Pension Grants, it is generally understood that the Commissioners' Scheme will continue and Diocesan Societies have shaped their arrangements accordingly. In fact, the longer the scheme continues in operation the more its abandonment would be regarded as a breach of faith.

As previously stated, the excess of the Income Assets over the Income Liabilities (annual payments) after leaving a margin of surplus for the annual appropriation to provide for the needs of the future might provisionally be assumed to be the amount available for fresh direct charges on the Common Fund, and the question remains whether, if such fresh charges be made, the margin of surplus which is also the margin of security for the whole of the charges on the Common Fund will be sufficiently assured.

Reverting, therefore, to the capital valuation of the Assets the conclusion may be drawn, for the reasons stated, that the income from the big sources of revenue, viz., Agricultural Rents, Tithe Rent-charge, London House Property, Ground Rents, Mortgages, and Stock Investments will, regarded as a whole, be maintained in the future and that as regards Mining Royalties the Commissioners will be saved from any serious loss by the reservation of income carried to the Minerals Depreciation Fund.

The Commissioners' Assets are subject to a definite capital liability for large sums received as benefactions and for the grants of capital made to meet the benefactions the total of which is shown by the balance of the Benefices Augmented Capital Account No. 1. (See abstract of Accounts for 1920, pages 4–5.) Other capital liabilities are moneys held on Specific Trust Accounts, such as Parsonage House funds which may be derived from benefactions or grants and from funds transferred to the Commissioners under Acts of Parliament, *e. g.* the St. Marylebone (Church Rate Abolition) Act, 1898. (See Abstract of Accounts for 1920, pages 10 and 13.) In all these cases the actual Capital liability should be entered against the Income liability before the remaining permanent income liabilities are valued.

Specific capital liabilities.

Since both the Income Assets and their Capital Value and also the Income Liabilities (annual payments) including the annual appropriation for new needs and the balance available for fresh direct charges on the Common Fund (if any) have been determined, the rate of interest at which the permanent income liabilities (for which there is no specific capital liability) must be valued in order that the Liabilities may balance the Assets becomes of minor importance and may be readily calculated; in other words, the rate of interest and the corresponding factor which must be employed in valuing the permanent charges (present and prospective) are not arbitrarily fixed but are determined by the balance of income. The valuation rate must obviously be much lower than the average income yield of the Assets since the difference between the two provides

Valuation rate of interest.

for the expenses of administration, income tax, minerals depreciation, and the annual appropriation for new needs.

Alternative method of valuation.

The alternative method of valuation would be to decide upon an arbitrary rate for the valuation of the income charges where there is no capital liability and in that case the rate adopted would determine the balance of capital and consequently the income (if any) available for new direct charges on the Common Fund. Such is the method usually adopted by Insurance Companies in valuing their liabilities, which are, however, chiefly of a capital nature. The Commissioners' liabilities are mainly income liabilities, and they have no inducement to adopt a low valuation rate with a view to a future increase of bonus. Their bonus is declared annually in the shape of the sum appropriated to new needs and periodically in the shape of direct annual charges on the Common Fund which any excess of reliable income may justify, and their only concern is to hold the balance fairly as between the claims of present and the potential claims of future beneficiaries. Even if the alternative method were employed the rate of interest used in the valuation must, under present conditions, be governed largely by the excess of the reliable income over the charges, and must therefore approximate to the rate as determined directly by such excess.

VALUATION—31st OCTOBER, 1920.

Principles and methods applied.

Applying the principles and methods as explained to the Valuation as at 31st October, 1920, the normal net income of the Common Fund (before deduction of income tax) amounts to £2,275,961.

The existing permanent income charges amount to £1,421,892; £64,477 must be retained for annual payments to which the Commissioners are pledged or for interest on capital moneys already appropriated; £110,000 is required for expenses of administration; £80,000 is reserved for minerals depreciation, and the charge for income tax is £233,805. The total of the income liabilities (annual payments) is thus £1,910,174.

Balance available for fresh charges.

There remains a sum of £365,787, of which £305,000 is available as the appropriation for new needs, and the balance, viz. £60,787, for new direct charges on the Common Fund.

The capital value of the Assets is £45,158,594.

The specific capital liabilities amount to £6,733,816, to which must be added other capital liabilities (the nature of which has been previously explained) amounting to £788,516, making together £7,522,332. In order that the liabilities may balance the assets all the permanent income liabilities, present and prospective, for which there is no specific capital provision, are then valued on a basis of £3 9*s.* 0*d.* per cent., *i. e.* at 29 years' purchase (approximately).

It will be seen that the income yield on the Capital Assets is approximately 5 per cent., and that the difference between the yield at this rate and the valuation rate provides for expenses of administration, income tax, minerals depreciation, and the annual appropriation, amounting altogether to £728,805 per annum.

In the early part of the year 1919 the Commissioners, in view of the great distress prevailing among the Clergy, decided to proceed without delay with Schemes of augmentation which had necessarily been deferred owing to the War and the shortage of staff. As the result of the valuation as on 31st October, 1918, it was resolved to charge the Common Fund with £204,000 a year and at the same time to reduce the annual appropriation of surplus from £400,000 to £330,000, a step facilitated by the rise in the rate of interest which enabled the Commissioners to increase the rate payable on grants to meet benefactions and generally to make their appropriations more effective. Under the Welsh Church Acts the Commissioners transferred (*inter alia*) to the Welsh Church Representative Body in 1920 securities sufficient to produce £28,000 a year (calculated to be the share of the annual appropriation of surplus due to the Welsh Church), and for the purpose of determining the new income charges on the Common Fund the annual Appropriation has now been reduced to £305,000. The Commissioners were advised in 1919, and were well aware, that owing to taxation and other contingencies they were running some risk of not being able to maintain the annual appropriation in future years, and, in fact, the extraordinary increase in rates and in the cost of repairs in the last two years has resulted in a considerable set-back. The Commissioners announced, and are committed to, Schemes of augmentation and endowment which will require the whole £204,000. Up to 31st October, 1920, grants under the Schemes adopted have been secured amounting to £72,000 a year and £132,000 is therefore required to complete the work. But the effect of the heavy increase in expenditure is such that the balance available for new direct charges on the Common Fund is reduced to £60,000 and there is thus a deficiency of £72,000. Fortunately there are grounds for hope that as the result of sales of land on satisfactory terms, increased income from land remaining in possession and from house property, and of the favourable conditions for investment, the shortage will be made up within the next two or three years.

Valuation 31st October, 1918. Balance then available for fresh charges.

Schemes of augmentation proceeded with in 1919.

Deficiency in 1920.

Application of surplus pending completion of augmentation schemes.

Appropriations.

For the time being the Commissioners are able to appropriate £357,000 to new needs in lieu of £305,000 and (with the help of the Common Fund balance) to pay War Bonuses in addition, because the augmentation charges to which they are committed are not yet fully secured. The increase in the appropriation is of exceptional value at the present time, since Diocesan Societies are active in collecting benefactions which should be encouraged and, if possible, met with equivalent grants. Every sum of £100 raised locally produces at least £5 a year and if met by a grant of £100 in respect of which an additional £5 is paid by the Commissioners, the benefit accruing to the Incumbent is at least £10 a year.

The amount of the appropriation may be expected to bear some relation to the rate of income tax, which is in turn related to the rate of interest. When income tax rises, *cæteris paribus*, the amount of the appropriation must fall, but a rise in the income tax rate has been accompanied by a rise in the rate of interest which has rendered it possible to make the reduced amount of the appropriation no less effective in grants of income. Conversely, if and when income tax is reduced, the amount of the appropriation should be increased, although there may be no corresponding increase in the amount of the income grants.

SUMMARY.

The financial position may now be summed up. It is the Commissioners' aim to keep a margin of about £300,000 of income and to use any reliable surplus over and above this margin for the permanent augmentation and endowment of benefices. With a net income of about £2,200,000 the sum of £300,000 must be regarded as a minimum reservation for the security of charges (including income tax) amounting to about £1,900,000, and it is a fortunate coincidence that the sum of £300,000 is the minimum amount needed (as capital) to satisfy the new needs of the Church which arise from year to year.

It must be remembered that the Commissioners' interests in property are from their varied character especially liable to taxation and to other unfavourable contingencies such as the increase in rates and cost of repairs of which the Commissioners have had such an unhappy experience in the last two years. The serious loss, although of a temporary character, resulting from the recent strike of miners furnishes another instance of the adversities to which the income of the Common Fund is always liable.

The Commissioners do not now possess the great reserves which have sustained them through periods of depression in the past, but the outlook into the future is not unpromising. In reviewing the various sources of revenue for the purposes of valuation the chief concern was as to the probability of the maintenance of the income, but there are grounds for hope that with careful management the Commissioners may within the next 20 years not only wipe out the deficiency of £72,000 (which the Valuation of 1920 showed would have resulted if the Augmentation schemes to which they are pledged had been then completed), but that they will be in a position to make further charges on the Common Fund without setting aside the capital equivalent. The sources from which the improvement may be expected are :—

Future prospects.

Sources of improvement.

(1) Sales of agricultural land and sales or letting of building land;
(2) The falling in of leases of valuable land held at low ground rents in the more central parts of London, viz., Islington, St. Pancras, Lambeth, Newington and Paddington.
(3) The falling in of beneficial leases; and
(4) The reinvestment of capital repaid under mortgage loans advanced at low rates of interest.

As regards (1), the sale of agricultural land and the sale or letting of building land, it should be stated that until a valuation is made next year full credit will not be given for the sales (effected on very advantageous terms in the year 1920) of about 50,000 acres of farm land. Including land which has a considerable building value in Middlesex, Surrey and Durham, the consideration amounted to £1,700,000, of which £700,000 was received in the year to 31st October, 1920, and included in the Valuation. The further benefit derived from the sales may be estimated at £35,000 per annum. Unfortunately, the effect of the Agriculture Act of 1920 combined with the fall in the prices of farm produce has destroyed all prospect of further sales of purely agricultural land for the present. The estimated capital value of agricultural rents affords some indication of what would be realised if the whole of the land (including that which has a building value) could be let or sold at the present time. But the letting of land for building purposes cannot be accelerated; it must wait for the growth of population or industrial expansion and sales of such land cannot be forced without considerable sacrifice. The increase of income from this source must therefore be gradual, the more especially that the Commissioners have very little building land left which is ripe for development.

Agricultural and building land.

The falling in of the leases of extensive properties situate in the more central parts of London will certainly add to the Commissioners' gross rental within the next 40 years and, in fact, even within the next five years. But the buildings are very old and if retained a heavy expenditure will be demanded when the Commissioners enter into possession, and future maintenance will be costly. It will be a matter for consideration whether it would not be more profitable to demolish the houses and rebuild. The Commissioners are already in possession of large house properties which are worn out and barely habitable. These have filled up owing to the suspension of building during the War, but when the industry revives and tenants are able to exercise some choice in the matter of dwellings, it may be advisable to rebuild. A well-secured ground rent may be preferred to a larger but precarious rack rent.

Leases at low ground rents.

With all these uncertain elements it is impossible to measure the net increase of income to be derived from the old properties in possession and in reversion.

As already stated, little additional revenue will be realised from (3), the falling in of beneficial leases—probably not more than £15,000 a year.

Beneficial leases.

Any estimate of the increase of income to be derived from (4), the reinvestment of capital repaid under mortgage loans advanced at low rates of interest, must be made with caution. So long as the average rate of interest on the principal repaid is less than the rate obtainable on reinvestment, some increase of income will result, but the former is gradually advancing and the latter is an unknown quantity likely to diminish so that the margin between the two will disappear in course of time. It is, however, highly probable that for the next few years the gain will amount to several thousand pounds per annum.

Mortgages.

In conclusion, the expansion of the Commissioners' revenues from the sources enumerated may be reasonably set against the unfavourable contingencies in the matter of taxation and otherwise to which the revenues will always be liable and there would appear to be no necessity at present to reserve any portion of the Commissioners' income beyond the sum of £305,000 and the special provision for minerals depreciation. At the same time, it would not be safe to place any charges on the Common Fund except such as a strict valuation made from year to year on the basis explained would show to be justified.

Further charges on Common Fund.

J. A. ARCHER,
Financial Adviser & Actuary.

2. List of documents put in by witness.

(i) Ecclesiastical Commissioners for England. Common Fund. Valuation 31st October, 1920. Schedule 1. (*Confidential.*)
(ii) Summary of Rental Accounts. Year ending 31st March, 1920. Schedule 2. (*Confidential.*)
(iii) Summary of Compulsorily Redeemable Securities held on 31st October, 1920. Schedule 3. (*Confidential.*)

and

Summary of Irredeemable Stocks held on 3rd October, 1920. Schedule 3. (*Confidential.*)
(iv) Mortgages held on 31st October, 1920. Summarised according to the Year in which the Final Instalment of Principal becomes payable. Schedule 4. (*Confidential.*)

3. Summary of oral evidence of witness.

Common Fund Valuation.

The object of the valuation, which is made annually on the 31st October, is to ascertain the amount of fresh charges which can properly be put upon the fund. This valuation of capital and income is prepared with the greatest care and in the light of all the information available. It is the only sound basis of estimating the amount available for grants, as the actual income fluctuates very largely from year to year, especially that from the mineral properties. The valuation figures bear no relation to the actual receipts for the year in the case of minerals.

Mineral Properties Depreciation.

A sum of £80,000 is set aside annually for the depreciation of the mineral properties. This is a charge on the Common Fund and is to cover all risks including that of nationalisation. It is the minimum possible and should probably be £100,000. For the purposes of the valuation the income from minerals is each year taken as £5,000 less than the year before.

Dilapidations Reserve.

A sum of £250,000 has been accumulated in two years to meet the very heavy expenses which have accrued for dilapidations to the Commissioners' property, as practically no repairs could be carried out during the War. This will be spent over a period of about five years, and no further sum will be put to reserve.

Transfer of £220,000 *to Appropriation Account.*

In the year 1920, £220,000 of the Common Fund balance was transferred to the Appropriation Account as this sum becomes payable for stipends to Bishops and clergy on the 1st November, the day after the end of the financial year. This transfer has been done once and for all so that the £220,000 will in future be shown as a balance in the Appropriation Account and not in the Common Fund.

Annual Balance of Common Fund since 1916.

Since 1916 the annual balance of the Common Fund has been inflated by exceptional receipts both from minerals and from special sales, such as timber, during the War; also by smaller expenditure owing to the economic impossibility of doing repairs, etc. The normal surplus would have been rather over half a million.

Income Tax.

The income of Bishops and incumbents is paid gross without deducting tax, that of Chapters net. This is done at the request of the Income Tax Commissioners. The total amount of income tax payable out of the Common Fund was in 1920 £207,280. This sum will probably be considerably increased when the new assessment of land and tithe rentcharge has been made. All claims for allowances are made from the office of the Ecclesiastical Commissioners, and every advantage possible is taken of the allowance. Attempts have been made to obtain a rebate of the whole income tax on the ground that the Ecclesiastical Commissioners are a charitable body, but this has so far failed. Steps are now being taken to test the matter in the Courts.

THIRD WITNESS: Mr. W. R. LE FANU, Secretary and Treasurer of Queen Anne's Bounty.

5th January, 1922.

1. Précis of evidence as supplied by witness.

William Richard Le Fanu, Secretary and Treasurer of Queen Anne's Bounty. Barrister. Member of the Middle Temple. Appointed in January 1894 to begin the indoor solicitor's department at Queen Anne's Bounty. (The Governors had previously done all their legal work through outside firms of solicitors.) Appointed Chief Clerk in 1896, Chief Clerk acting as Secretary and Treasurer in 1900; and Secretary and Treasurer in 1905. The appointment is made by the Crown under the Great Seal on recommendation of the Governors. The salary is fixed with the approval of the Treasury by Royal Sign Manual.

Queen Anne's Bounty. A Short Account of its History and Work.

Has charge of the whole administration subject to the General Court of Governors. There are no paid Governors.

The work of Queen Anne's Bounty is two-fold.

(1) Its original duty of managing the Bounty proper.

see p. 6.

(2) Numerous other duties for the Church at large thrown on it by various statutes.

(1) The history of the Incorporation of Queen Anne's Bounty and of its two charters is fully set out in the Short Account. It is important to note that the Governors were incorporated to augment the maintenance of the poor clergy according to rules to be approved from time to time by the Crown, not for the purpose of helping the clergy generally.

pp. 7–10.

The constitution of the Corporation has been often attacked on the ground that the number of the Governors is ridiculously large. The Joint Committee of both Houses of Parliament in 1901 recommended an alteration in this respect.

pp. 10–12.

Theoretically the number is obviously too large. In practice no difficulty has occurred and the wide field has more than once proved useful. A Governor can generally be found to take up some special work—as a Governor; *e. g.* Lord Alverstone, as a Governor, helped in framing the Governors' amendments to the Welsh Church Bill in 1896, and the late Mr. Huth Jackson, as a Governor, for many years gave the Governors the benefit of his advice on finance questions.

The Bishops are all Governors and this is useful as it enables any incumbent who feels aggrieved at the action of the Governors or the officials to have his grievance fully ventilated.

FIRST-FRUITS AND TENTHS.

pp. 12–18.

The income from first-fruits and tenths was the only Bounty of Queen Anne.

It is still collected but only forms a part of the Governors' distributable income.

It will be noticed that these are Crown debts, and the consent of the Crown would be necessary to any statute dealing with them.

They are only collected from 3,448 Sees, dignities and livings.

Many livings, formerly discharged in perpetuity and now among the richer class of livings, pay nothing.

The charges bear no relation to incomes except in the case of the Sees—but no incumbents of livings under £300 a year now pay anything.

The Ecclesiastical Commissioners pay to Queen Anne's Bounty over £3,000 a year out of something under £16,000 a year.

The collection is not very troublesome—in a good many cases it is done by deduction from sums payable by the Governors.

These payments are a contribution by the Sees and the richer benefices (or rather some of them) to help the smaller benefices. It is doubtful whether they should be abolished unless some better form of contribution is substituted.

The Method of Augmenting Poor Livings.

pp. 18–36. This is chiefly historical, but it is necessary to understand it in order to understand the present position of the Governors' funds.

The original method was to promise a benefice a definite sum, to invest that sum in a purchase of land, which was conveyed to the living, and to allow a rate of interest entirely at the Governors' discretion till the fund was so invested.

Later on the purchases of land were practically abandoned, the promised grant was credited as money to the benefice in the Governors' books and a rate of interest was allowed on it entirely at the Governors' discretion—the actual monies out of which the grant was made were invested with others on the Governors' Corporate Account.

The livings in fact got a charge on the Governors' Corporate Account for a definite sum —but the rate of interest payable on the charge was in the Governors' discretion.

The Governors usually received a greater interest on the monies invested than they allowed on the charge—out of this difference they paid their administration expenses; any surplus was added to the income from first-fruits and tenths.

Monies coming to their hands under grants by Parliament and under various Acts of Parliament have during some periods been treated in the same way. At other periods certain of these monies have been invested in separate investments at the respective risks of the livings concerned. The procedure adopted has always been in accordance with the provisions of the various Acts of Parliament and of rules made from time to time under the Royal Sign Manual.

The Governors' funds are now held by them partly on Corporate account, charged with upwards of £7,500,000 to livings. The income of the Corporate Account is received by the Governors, who allow interest at a rate determined by themselves on the sums charged. These rates vary from 3 per cent. to 5 per cent. according to the dates at which the charges were made, approximating roughly to the rate at which money could be invested at those dates.

These are figures for a year later than those shown on p. 87. They also hold stocks of the nominal value of £2,604,913 in their corporate name, but specifically allotted to various benefices, which receive the full income earned by the stock allotted to them.

As the funds grow larger a small percentage of profit amounts to a considerable sum.

Augmentable Livings.

pp. 36–41. The definition of "poor clergy" has been frequently altered by Rule under the Royal Sign Manual and can always be altered again in the same way.

The table given on p. 37 shows that the low incomes of livings is no new thing.

The Governors have hitherto considered that it is best to keep the limit at a figure which does not necessitate too much picking and choosing.

It is difficult to differentiate between livings all of which are necessitous, and the Governors have never looked on their funds as charitable funds to be given to poor persons—but always as funds intended to benefit livings with small incomes. This was the principle laid down by the first set of rules which were incorporated in the 2nd Charter (1713).

Augmentations Effected.

This is mainly interesting historically.

It is calculated that the result of capitalising the distributable income instead of spending it as income and also capitalising the benefactions given to secure the grants, has been to add about £230,000 a year to the incomes of benefices. This may be of interest in considering whether the appeal of immediate necessity should altogether outweigh saving for the future. Judging from the poverty of livings in 1710, the appeal of immediate necessity must have been a strong one then. If it had prevailed, the Church would now have some £215,000 a year more to find to meet the present needs.

pp. 42–49. See pp. 47–48.

The whole of the Governors' income is now devoted to meet present necessities, by meeting, as far as it will go, the current expenditure on keeping up the parsonage houses and other property of poor livings.

This is done for livings not exceeding £200 a year by

See pp. 80–81.

(*a*) paying half the amount that must be spent at once under a survey by the diocesan Surveyor;

(*b*) providing half the sum that it is estimated will be wanted at the end of the next 5 years—on condition that the other half is provided by a policy or otherwise;

(*c*) guaranteeing any deficit if the sum to be provided under (*b*) proves insufficient.

The finances by which this scheme is being carried out will be dealt with later.

(2) Various duties carried out by Queen Anne's Bounty for all livings whether rich or poor.

Loans under the Gilbert Acts.

pp. 50–59. The objects for which these loans can be made, and the way in which they are made is fully set out in the Short Account.

This work is a burden to the Governors' general funds. The interest is much lower than could be obtained elsewhere; there is a considerable expense in making the loans—though this has gradually been reduced by simplified administration and there is much more trouble and expense in collection than in the case of an ordinary investment, and a certain percentage, not very large, of bad debts.

Applications for loans have to be most carefully scrutinised or there will be much unwise borrowing.

The work to be done has to be supervised as far as possible—or there will be much bad work.

It seems doubtful whether it could be efficiently done by diocesan bodies unless they are much strengthened.

pp. 57–58. The totals lent and the totals now outstanding are shown in the Short Account.

Sales of Parsonages and Provision of New Houses.

pp. 59–62. The system by which one authority sells the houses and another entirely different authority has to see to the provision of another is from the administration point of view very bad.

The two transactions ought to be considered together by some one authority.

At present the Governors have more often to refuse their sanction to plans for the provision of a new house by building or purchase on the ground that the proposed new house is too big than on the ground that it is too small. Each case is considered on its merits according to the income of the living and the size and population of the parish.

The Parsonages Act of 1911, promoted by the Governors in more than one session and ultimately carried through both Houses of Parliament in the face of considerable difficulties, has removed some serious stumbling blocks in the way of getting rid of houses obviously too big, but it is doubtful if the whole problem of parsonages can be adequately dealt with so long as they remain the property of the incumbents.

Transfer of Endowment Trusts.

pp. 62–63. These transactions are clearly to the advantage of the Church.

The recurring expense of the appointment of new trustees is saved, and the danger of the trust funds being lost or misapplied is lessened.

Similar duties could be performed by diocesan bodies, if strengthened and supplied with adequate administrative staff, but it is doubtful if this would be an economy unless it were part of a much wider scheme of centralisation of property and work in such diocesan bodies.

Redemption of Tithe Rentcharge.

pp. 66–69. Till the Tithe Act of 1918, Queen Anne's Bounty was merely the body to receive tithe rentcharge redemption moneys, and hold them for the livings concerned. They were all paid in capital sums, and the total amount received in the 80 years up to 1918 was only about £1,250,000.

The Act of 1918 has thrown on the Governors most important duties entailing much labour and expense.

Queen Anne's Bounty is now not only the recipient as before of lump sums paid on redemption, but the necessary consenting party to redemptions for an agreed sum, the body most responsible for seeing that the administration of the Act by the Ministry of Agriculture and Fisheries is not such as to prejudice the interests of incumbents and the Church, and finally the collector of a large and growing amount of terminable annuities charged on land, which under the Act are in many cases substituted for the tithe rentcharge. The Governors have to collect these annuities, pay the interest to the incumbents concerned, and deal with the sinking fund portion of the annuity.

The total of the lump sums received by Queen Anne's Bounty since the 1918 Act already exceeds £1,250,000. The total number of annuities to be collected is already over 1,000, amounting to £35,000 a year, and is rapidly increasing. These annuities belong to some 800 livings and include sums to go to the sinking funds (sometimes as small as a few pence each half year) amounting in the aggregate to £4,300 a year. The capital redemption moneys which these annuities represent, and to be ultimately produced by the sinking funds, is already over £613,000.

No provision is made for the expenses thrown on Queen Anne's Bounty by the Act.

As tithe rentcharge constitutes the greater part of income-producing parochial property, and a large proportion of the total property of the Church, the questions connected with it, as to redemption and otherwise, are financially of very great importance. The Committee will probably have to consider what the position will be after 31st December, 1925, when the restriction on tithe rentcharge, and the temporary relief from rates in respect of it, both expire, and whether any general scheme for redemption should be promoted at or before that date and, if so, on what lines that scheme should be framed.

This seems one of the most important questions in connection with existing Church property.

Dilapidations Acts.

The Governors' duties under these Acts and a general statement of the existing law of dilapidations is set out in the Short Account, together with some observations on attempts which have been made to find something better than the present system.

pp. 69–82.

The whole subject is of financial importance and may have to be dealt with by the Committee, but it does not seem to come quite within evidence on Queen Anne's Bounty. The witness would be ready to give all assistance if his experience of the working of the present law is asked and his views on suggested alterations.

The way in which the Governors are financing their dilapidation scheme is dealt with under the next heading.

Finance.

The Committee have the published Report and Accounts of Queen Anne's Bounty for 1919 and 1920, and a statement of the property vested in the Corporation on December 31st, 1920.

As to Capital.

The properties are all vested in Queen Anne's Bounty, but are held :

(*a*) On corporate account,
(*b*) For specific benefices.

As to those held under (*b*) a specific sum of stock is credited in the books to each benefice concerned. It stands at the risk of that benefice, and it does not affect the Governors' finance whether it rises or falls in value.

As to those held under (*a*) the position is different. No part of any of the stock securities so held or of the other property held by the Governors (II. and III.) is allocated to any living—but there stand to the credit of some 7,000 livings in the Governors' books the actual sums of money originally given to them or received for them, as varied by any subsequent expenditure on the livings.

The sums so credited as money form a charge on the aggregate property. No general repayment of these charges can be demanded, but the Governors may, as in the case of the Welsh Church, be called on by legislation to produce the money standing to the credit of many livings—and may in individual cases have to find the amount for the purpose of building a parsonage, or buying some particular property for a particular benefice. As no general repayment can be demanded, the rise or fall in the market value of the capital assets is not of the same importance as it would be in the case of a trading company, but the Governors have not thought it right altogether to disregard the exceptional fall in the value of the stock exchange securities in the last twenty years, more particularly where they are advised that the depreciation is likely to be permanent, or at least to be long standing. They have thought it right, therefore, to set aside certain sums from their income, which would otherwise be distributable, to reserve against depreciation. A valuation of the stock exchange securities is made each year. The sums lent on mortgage (II.) are not variable in value. The ground rents and freehold property (III.) are not revalued property by property every year, but it is not considered that if they were so revalued they would at present prices show any appreciation to set against the depreciation in the values of the securities.

As to Income.

The income from the securities held for specific benefices is paid without any deduction for expenses to the particular benefices concerned.

The income from the rest of the property is applied (*a*) in paying the costs of administration, (*b*) in paying to the livings the interest on the amounts credited to them in the books, (*c*) in placing such sums as the Governors determine to reserve against depreciation, (*d*) in replacing a realised loss made on the conversion of Consols into War Stock, (*e*) in providing for the interest on the tithe redemption annuities sinking fund. The balance is distributable income.

A paper will be handed in if the Committee wish for it, showing approximately the figures of the income of the year 1921 and its application under the above headings, and also an amended schedule of property showing the total figures more nearly up to date than the schedule already furnished.

Dilapidation Scheme Finance.

Under the scheme the Governors promise to any living not exceeding £200 a year :—

(*a*) Half the cost of the works to be done on the immediate survey,
(*b*) Half the yearly sum required to provide the sum estimated to be necessary at the end of 5 years from the first survey,
(*c*) Any balance required if the sum under (*b*) proves to have been under-estimated.

The Governors had to estimate :—

(1) The number of livings that might be eligible for help.
(2) The amount that would be required to provide the sums to be promised.

The materials for these estimates were very incomplete. The estimate of the number of benefices eligible has been greatly affected by subsequent unions and pluralities, and increases in the incomes of benefices, owing chiefly to sales of land.

The estimates for the immediate surveys were based on a cost of £125 per benefice, which the cases carried out so far have shown to be approximately correct. On this basis it was thought that at least £60,000 (and possibly even £100,000) would be required to provide for the immediate surveys.

Towards this the Governors had in hand a sum of £46,000, being repayment of income tax which had just been recovered by the Governors on their representation that they were a Charity not liable to income tax—which after two years consideration was admitted by the Inland Revenue Authorities. The balance would have to be found from revenue, or in the last resort by borrowing, and repaying the loan out of revenue.

The payments for future dilapidations (and expenses) were estimated at £25 per year per benefice, of which the Governors would have to find half. It was estimated that this could be done from current income, leaving a surplus to be set aside to meet the possible liabilities under (*c*), *i. e.* for deficits caused by under-estimates.

The estimate, as far as the cases have gone, is shown to be approximately correct.

The scheme necessarily takes some time to develop, as each benefice has to be surveyed after admission, and the works have then to be carried out. The charges for the future annual sums, therefore, are so far small, leaving a considerable surplus of distributable income available to provide the balance which may be required as stated above, for the half cost of the immediate surveys.

This is satisfactory, and if it is found that the sum in hand for these surveys and the permanent income of the Governors justifies the admission of benefices with an income above the present limit of £200 a year, the scheme can if desired be extended.

Administration.

A list of the staff will, if desired, be handed in, showing the number of the staff, their division into classes, and their salaries.

pp. 88–91.

Except in the case of the Secretary and Treasurer, the appointments and the salaries are in the control of the Governors, the pensions to retired clerks being made with the approval of the Treasury, under a special Act governing the Ecclesiastical Commissioners and Queen Anne's Bounty.

2. List of documents put in by witness.

(i) Queen Anne's Bounty. A Short Account of its History and Work by William Richard Le Fanu. *Secretary and Treasurer of Queen Anne's Bounty.* [Macmillan & Co. 1921. Price 1*s.*]

(ii) Queen Anne's Bounty. Annual Report and Accounts of the Governors for the Year ended 31st December, 1919. Price 2*s.*

(iii) Queen Anne's Bounty. Annual Report and Accounts of the Governors for the Year ended 31st December, 1920. Price 2*s.*

(iv) Schedule of Property held by the Governors of Queen Anne's Bounty on 31st December, 1920, with summary of figures for 31st December, 1921. *Printed below.*

(v) Governors' Income (gross) from all sources and Outgoings, 31st December, 1921. *Printed below.*

3. Prints of certain documents put in.

SCHEDULE OF PROPERTY HELD BY THE GOVERNORS OF QUEEN ANNE'S BOUNTY ON 31ST DECEMBER, 1920 (*with figures at 31st December, 1921, added in italics*).

I.—STOCK EXCHANGE SECURITIES (NOMINAL AMOUNTS).

	Held on Corporate Account.	Held for Specific Benefices.	Total Holding.
GOVERNMENT AND INDIAN SECURITIES:—	£ s. d.	£ s. d.	£ s. d.
5 per cent. War Stock, 1929–47	319,616 13 4	256,546 3 9	576,162 17 1
3½ „ „ „ 1925–28	100,000 0 0	—	100,000 0 0
4 „ Funding Stock, 1960–90	501,671 11 7	563,798 14 2	1,065,470 5 9
5 „ National War Bonds:—			
1st October, 1922	—	300 0 0	300 0 0
1st September, 1923	45,000 0 0	—	45,000 0 0
1st April, 1925	—	200 0 0	200 0 0
1st October, 1927	25,000 0 0	1,092 0 0	26,092 0 0
1st April, 1928	185,000 0 0	—	185,000 0 0
1st September, 1928	140,000 0 0	1,150 0 0	141,150 0 0
1st February, 1929	80,000 0 0	—	80,000 0 0
5¾ per cent. Exchequer Bonds, 1925	20,000 0 0	3,543 19 6	23,543 19 6
5 „ „ „ 1921	—	100 0 0	100 0 0
2½ „ Annuities	—	4,549 1 2	4,549 1 2
2½ „ Consols	—	97,781 12 0	97,781 12 0
Local Loans, 3 per cent. Stock	200,000 0 0	22,122 9 9	222,122 9 9
India 3½ per cent. Stock	86,670 0 1	14,458 6 6	101,128 6 7
„ 3 „ „	125,677 11 5	41,531 10 6	167,209 1 11
Colonial Securities	803,318 16 0	27,262 4 10	830,581 0 10
Corporation Securities	285,461 13 8	9,885 5 11	295,346 19 7
Railway Securities	1,158,426 18 0 Annuities 5,005 19 10	230,922 18 10 Annuities 1,567 14 11	1,389,349 16 10 Annuities 6,573 14 9
Other Securities	317,972 4 4	11,773 13 10	329,745 18 2
American Railway Securities	—	$5,000	$5,000
	4,393,815 8 5	1,287,018 0 9	5,680,833 9 2
1921	*4,780,004 0 0* Annuities 5,005 19 10	*2,604,494 7 7* Annuities 1,567 14 11 $5,000	*7,384,498 7 7* Annuities 6,573 14 9 $5,000

II.—LOANS ON MORTGAGE OF LANDS OR RATES, ON CORPORATE ACCOUNT.

	1920. £ s. d.	*1921.* £ s. d.
Loans to the Clergy	181,582 2 11	*188,274 0 0*
Loans on Mortgage of Freehold Lands (other than to the Clergy) ...	706,304 0 1	*502,582 0 0*
Loans to Local Authorities	663,563 19 1	*641,686 0 0*
	£1,551,450 2 1	*£1,332,542 0 0*

III.—GROUND RENTS AND RENTS OF FREEHOLD PROPERTY.

Estate.	Number of Houses.		Ground Rent, etc.	
	1920.	*1921.*	1920. £ s. d.	*1921.* £ s. d.
London, etc.	2,800	*2,800*	52,167 16 0	*52,408 15 11*
Richmond	720	*710*	5,574 8 6	*5,506 18 6*
Newton Abbot	700	*690*	1,712 17 4	*1,651 17 7*
Torquay	1,550	*1,520*	2,712 3 0	*2,644 9 0*
Held on Corporate Account	5,770	*5,720*	62,167 4 10	*62,212 1 0*

Held for Benefices :—

R. Dorchester, All Saints.—An ancient Church estate at Dorchester, transferred to the Governors by private trustees in 1894. Part of the property has since been sold and the proceeds credited to the Endowment Account of the living. The property unsold consists of 14 (*12*) premises (5 (*3*) of which will shortly come into possession), let on leases for various terms at rents producing £80 (*£78*) per annum, of which about £20 is expended in repairs and the balance paid to the Incumbent.

V. Tiverton, St. Paul.—Land, etc., at Tiverton, devised to the Governors in 1866, producing about £700 per annum, of which about £300 is set aside for rebuilding, repairs, etc., and £400 is paid to the Incumbent.

31*st December*, 1921.

Governors' Income (gross) from all Sources, and Outgoings. (Approximate figures.)

Gross Income on Corporate Property.

	£
Ground Rents, etc.	62,212
Interest and Dividends on Securities	259,000
Interest on Deposit Accounts	2,742
Interest on Loans to Local Authorities	28,500
„ Freehold Lands	33,300
Interest on Mortgages by the Clergy	6,700
	£392,454

Outgoings.

	£	
(*a*) Charges of Management	43,000	
(*b*) Interest and Dividends due to the Clergy	312,000	
(*c*) Transferred to Depreciation A/c	19,423	
(*d*) „ to Consols Suspense Account	3,000	
(*e*) Interest on Tithe Redemption Sinking Fund	50	
Irrecoverable amounts written off	420	
Other small outgoings	200	
		378,093
		£14,361
Add First-Fruits and Tenths—not charged		16,416
		£30,777

4. Summary of oral evidence of witness.

The Governors of Queen Anne's Bounty consider their powers of assisting the clergy to be limited, by their charters, to those holding benefices of under £200 p.a. or such other limit of income as may from time to time be fixed by the Crown by rule under Royal Sign Manual. The augmentation of livings has been discontinued and for the future all available funds will be spent on assisting incumbents with their dilapidations, with the exception of a small sum (about £3,000) to be used for urgent cases of improvements to parsonage houses.

The recent increase of £1,700,000 in their capital account is due to monies received on behalf of tithe rentcharge redemption and held for the various benefices. This work has entailed a great increase in the number of accounts kept by the Governors and has also entailed a considerable amount of general supervision in guarding the interests of the Church. The bulk of the money received from this source was invested in long-dated Government loans and like securities, the investments being decided by the Governors, though the incumbent was consulted. It is most desirable that redemption should be encouraged as far as possible, and to this end the compulsory power to redeem by means of a terminable annuity, which expired at the end of 1920, and which was popular with the landlords, should be re-enacted.

Though the provision of new parsonage houses is in the hands of the Governors, the sale of parsonage houses is not; both should be in the same hands, as at present confusion and difficulties sometimes result. The existing arrangement for sale is not satisfactory, the best price not always being obtained. The multiplication of authorities responsible makes the machinery cumbrous and is not calculated to give the best results.

The scheme of limiting the incumbent's liability for dilapidations to a fixed yearly payment is a good one, and will obviate to a great extent the present difficulties as to the finality of the diocesan Surveyor's decision, from whom, under existing circumstances, there should be some appeal. The Governors cannot find any further money for any dilapidations scheme.

The amalgamation of the work of the Governors and of the Ecclesiastical Commissioners would only lead to a very small money saving, some £3,000 to £4,000 p.a., as there is practically no duplication of work in the two offices. It would probably be on the whole advisable to have such an amalgamation, from the point of view of simplifying the organisation of the Church and avoiding any semblance of duplication, though it would be well if the ancient name of Queen Anne's Bounty could be preserved. The ultimate aim of the Church should be to have one central body controlling all its finances. Decentralisation of the financial control of the Church is desirable, as soon as the Diocesan Boards are strong enough to take on the work; some are still very weak. It is essential that all the Boards should have efficient salaried officials for such work. Once the work is given to them it will increase their strength and effectiveness.

The payment of first fruits and tenths, though it has great historical sanctions, has become an anomaly and is of unfair incidence, and should be superseded by some form of graduated tax on all livings above a certain amount.

FOURTH WITNESS. Mr. J. H. SABIN,* President of the Surveyors' Institution, and Senior Partner of Messrs. Smiths, Gore & Co., Agents to the Ecclesiastical Commissioners for their Midland and Northern Estates.

16th January, 1922.

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1. Précis of evidence as supplied by witness.

Mr. Sabin is Senior Partner in the Firm, having become intimately acquainted with all departments of the Ecclesiastical Commissioners' agency business during a period of over forty-five years; he has been actively engaged in the management of the Firm's business for forty years, and responsible as a partner for more than eighteen years. He was elected on the Council of the Surveyors' Institution in 1892, and is President of the Institution for the current year.

The Firm in regard to most of the Commissioners' important estates finds it necessary to manage them directly—that is, without the intervention of sub-agents. While the three partners have a general knowledge of the whole of the estates, each partner has a specially defined area under his individual care. By this means continuous inspection is provided for and a direct relation is established between tenants and the individual agent, who may have to justify his action to the Commissioners or their officers.

The Firm employs sub-agents in some districts, but of these the greater number are engaged in the collection of tithe rentcharges, and in regard to this the Firm is constantly appealed to for direction and advice. A few other sub-agents have charge of town properties and collect rents of houses, cottages and gardens. Where there are building estates they sometimes initiate negotiations for the sale or letting on lease of building land.

In other cases they are entrusted with the collection of agricultural rents. At York and at Peterborough, for instance, firms are employed who had been directly or indirectly connected with properties which had vested in the Commissioners by lapse of lease or otherwise. The number of sub-agents for agricultural properties was formerly larger, but experience proved that tenants prefer to come into communication with the chief agent.

The collection of farm rents is made, where there is an aggregate of important farms in a district, such as Ely, Lincoln, Worcester, Newark, Carlisle and other centres in the north, by audits conducted by a member of the Firm, and the tenants come into immediate communication with the chief agents. A few audits are held by sub-agents, but a member of the Firm in most cases also attends.

The Firm is responsible for monies collected by sub-agents and relieves the Commissioners of liability in respect of "fidelity," making any necessary arrangement as to guarantees. Periodical statements are received from sub-agents and rendered in one account to the Commissioners in respect of the whole of the receipts. The Firm is thus directly responsible for acts of sub-agents and the Commissioners are relieved of the duty or task of controlling a number of parties or of dealing with a number of separate accounts.

The detailed duties of the sub-agents vary to some extent. In town collections of cottage and other small rents some latitude is allowed, but, generally speaking, the Firm's consent to *any* outlay is required.

In agricultural sub-agencies the consent of the Firm is invariably required before any outlay is undertaken and in important cases an inspection by the partner in charge or by a thoroughly responsible assistant is made, and he again inspects the work on completion and certifies the builder's account.

On changes of tenancies the partner in charge conducts the negotiations, interviews the applicants, either on the farm or at a convenient place in the neighbourhood, and finally arranges terms for submission for the Commissioners' approval. By this means absolute uniformity of procedure is secured and any question arising on the report can be immediately

* Mr. Sabin died on 17th March, 1922.

discussed with the Commissioners' officers or, if necessary, direct with the Estates Committee. Of recent years the need for this more direct submission to the Estates Committee and conference with their officers has considerably increased owing to the recent rapid changes in the agricultural outlook. The necessity of having regard to policy under the direction of a public board requires careful consideration, as both the tenants and their holdings may be affected, particularly having regard to the demand for small holdings and allotments which the Commissioners have desired to meet to the fullest reasonable extent. Moreover the necessity for this immediate access to the Commissioners and their officers is increased by the fact that the agents' advice may be subjected to public and private criticisms to which sub-agents could not immediately reply, and in connection with which they would not be available for consultation.

The area covered by the work of the sub-agents is also necessarily limited owing to the special character of the Commissioners' estates. Except where properties have been acquired for specific purposes and are additions to a nucleus of old ecclesiastical endowments, many farms are isolated in scattered positions, having been formerly held under leases which have expired, or having come into possession by arrangement with lessees or capitular and other bodies. A very large number of such properties has been enfranchised, but efforts to sell other detached properties have failed, while in some cases sales are held over until other adjoining leaseholds fall in and the combined estates can be disposed of to greater advantage.

In the area within the Firm's receivership there are a limited number of towns in which the Commissioners have land immediately available for building purposes. In some of these towns they have sub-agents, particularly at Rochdale, Blackburn and Bury. At South Shields, Norwich and Llandudno, where large areas of building land have been developed at very profitable prices, the sales and leases have been carried out by direct negotiation with the London office. While the sub-agents may initiate negotiations and introduce purchasers, the responsibility for fixing terms is with the Firm, and their principal duty is limited to the collection of rents.

At some other towns there are small areas which may develop into building sites when circumstances permit, and in a few other urban districts there is a limited area of land of potential building value, but the whole extent is inappreciable and its sale would not be facilitated by the employment of sub-agents. In these areas the Firm is well known; the members visit the districts frequently and are in touch with all the leading land agents, surveyors and solicitors, and are known to the leading builders.

Generally, both in urban and rural districts, questions are continually arising with which the sub-agents have not the means of dealing. These relate to mineral and other leases, grants, parliamentary and other matters, church and parsonage sites, churchyard extensions, etc., in regard to which access to the files and muniments in the Commissioners' office is necessary, while the Commissioners' solicitors and their legal department are constantly in personal communication with the agents on questions which the sub-agents could not solve.

In regard to all matters the Firm has an opportunity of giving professional advice unbiassed by local influence and founded upon unrivalled experience.

As evidence that there has been no delay in the steady development of properties that were actually available for development the following figures are submitted :—

Ground Rents.

	1865	1868	1870	1880	1890	1892	1900	1910	1920
	£	£	£	£	£	£	£	£	£
Ecclesiastical Commissioners' Estates .	38		3,872	8,869	14,216		18,821	24,795	28,048
Rochdale V. . . .		4,709	5,870	8,476	10,030		10,952	10,774	11,212
Handsworth R. . .						1,000	1,294	1,845	1,877

2. Summary of oral evidence of witness.

Messrs. Smiths, Gore & Co. have managed part of the Ecclesiastical Commissioners' property for the past seventy years.

London or Local Agents.

The experience of the last seventy years has shown no defect in the present system of management through London agents. There are certain disadvantages to be foreseen in

employing local agents. The tendency would be either to subordinate the interests of the Ecclesiastical Commissioners to those of local clients or to attempt to extract the highest rents obtainable; neither course would be desirable. Local agents could not be in constant touch with the Commissioners' office, and could not be so helpful on the many special questions (*e. g.* school sites, parsonages, etc.) which arise.

The London Agents' Qualifications.

Messrs. Smiths, Gore & Co. now manage practically no other property than the Commissioners', though one of the partners manages some considerable trust estates. They are constantly in touch with other agents and members of the Surveyors' Institution. They have a very large local knowledge from constantly visiting the various localities. It is a common thing for London agents to manage large country properties.

Visits by Agents.

Every farm is visited at least once a year by a partner, and if necessary more frequently. These visits are not as a rule pre-arranged nor are they at regular intervals. The country is divided up into areas, which are each dealt with by a different partner.

Remuneration of Agents.

This is on a scale based on rents, and includes all outgoings and travelling expenses, except for hire of rooms, etc., at audits.

Sub-Agents.

In agricultural districts, certain solicitors are employed to collect rents, etc., but not to manage the property. These have generally been connected with the estates before they came into the Commissioners' possession. In towns local Surveyors are employed to assist. These sub-agents are paid by and responsible to the London agents.

Agricultural Tenants.

Advertisements are used when necessary to secure tenants; this has not been necessary for the past five years. There is generally first an interview with an applicant in London or elsewhere and then on the farm. At least two references are always required, one financial and one as to farming, the latter often from the last landlord. The tenants as a whole are eminently satisfactory. It is the policy of the agents to let each farm to a separate resident tenant.

Rents.

Agricultural rents were at their lowest about 1880. About 1900 more confidence was shown in agriculture and after 1908 rents could be raised. They have never yet got back to the standard of the 'seventies. The present average gross rental for the 140,000 acres managed by Messrs. Smiths, Gore & Co. is about 21*s.* per acre. This represents a fair market value and is probably about the average for the country. In fixing rents full advantage is taken of the records of the valuations and rents which the agents have, of their local knowledge, and of comparisons with other estates in the locality. In the last few years a systematic revision of all rents has been made on the Ecclesiastical Commissioners' instructions.

Sales of Agricultural Land.

In the year 1920 25,000 acres were sold at from 25 to 40 years' purchase. The land sold was selected as that which would fetch more than the market value on rental basis, except where the rent had just been raised on the sitting tenant, in which cases it would have been bad estate management to force a sale. The sales were very profitable, largely by private negotiation and in most cases to the tenants. It would not have been wise to have sold more land, as it would have had to be sacrificed. As a rule the agents know from their local knowledge whether it is desirable to sell land or not.

Sales of Building Land.

At one time building land was sold almost exclusively for ground rents, but now it is more often sold outright. People in the districts where the Commissioners have building land will not now take short leases of 80 to 99 years, they require 999 year leases or the freehold.

Cottage Property.

The agents visit and inspect the cottages on the Commissioners' estates every year. The present average rent in agricultural districts is 2*s.* 6*d.* a week; it is impossible to get more. Full increases under the Rent Restriction Acts have been made in nearly every case. Prior to the War a considerable amount of cottage building was proceeding; it is now postponed indefinitely.

Character of Property.

The property is very scattered and is not grouped in large estates in any areas. Very much more property has come into hand latterly of which formerly the Commissioners were only reversioners. Owing to the fact that in cases where the Commissioners were reversioners the lessees could compulsorily acquire the conversion or make the Commissioners acquire the lease, the Commissioners had to acquire all the poor land and lost the better land. This accounts for so much of the Commissioners' land being poor.

Commissioners' Policy as Landlords.

The Commissioners as landlords act fairly, and do not sacrifice any revenue out of consideration for sentiment. By sound estate management they make the most out of their property. The outgoings on the estates are small compared to those of other large landowners.

Mineral Rents.

Messrs. Smiths, Gore & Co. collect the mineral rents but take no other part in the management of the mineral property. Their management of this property ceased in 1880.

FIFTH AND SIXTH WITNESSES. MESSRS. B. MARR JOHNSON AND W. F. TRUMPER, Partners in Messrs. Clutton, Agents to the Ecclesiastical Commissioners for their London and Southern Estates.

16*th January*, 1922.

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1. Précis of evidence as supplied by witnesses.

General.

The agency of the estates of the Ecclesiastical Commissioners in the South of England is in the hands of Messrs. Clutton of 5, Great College Street, Westminster, and administered from their Office there, the line of division between north and south being drawn north of Hereford, Gloucester, Oxford, Bucks, Herts and Essex. Each estate is visited periodically (as well as at other times when matters of special import occur) either by a member of the Firm or by a fully qualified managing clerk.

For the more efficient management of the estates in many localities, especially where that estate consists of houses in hand or land available for building purposes, or in big centres where there are considerable estates, local agents are employed who keep closely in touch with the Head Office in Westminster. To these local agents applications in reference to the property may be addressed, and from them preliminary particulars and conditions of letting can be obtained.

Mr. B. Marr Johnson.

Town and Building Estates.

In London Messrs. Clutton have themselves two branch offices for the more close management of the property where a considerable part consists of premises in hand and is let to the occupiers direct. These local offices, which are daily in touch with the Head Office, are used for the receipt of applications, collection of rents, and the superintendence of repairs, etc.

The active management of a large number of small houses in South London is entrusted to the care of certain ladies, who were trained by and succeeded the late Miss Octavia Hill. These houses were mostly erected by the Commissioners themselves, while others have come into their hands on the expiration of leases.

In some parts of London local firms act for Messrs. Clutton in the management and letting of the houses and land.

As regards the country building estates, wherever it has been considered advisable or likely to assist in the early disposal of land for that purpose, a local agent has been appointed, to whom, as in the cases referred to above, applications for particulars may be addressed, and whose names are in most cases attached to the boards intimating that the land is for disposal.

Till recent years the policy of leasing land for a term of years for building purposes rather than selling it has been generally adopted, especially in the case of land forming part of a large estate, and this course was justified by the fact that it was not possible to obtain such a consideration for the land as would, when invested in the securities then available for trust monies, bring in an income equal to the ground rents that might be secured on leases. Investments are however now available for such funds, which have had the effect of altering this policy, and the Commissioners already more freely adopt the system of development by sale of the freehold. As, however, there have been practically no dealings in building land for several years past, except that acquired by local authorities for housing purposes, there has not been any large opportunity to test the change of policy. When the building of houses is once again a reasonable proposition by the reduction of cost of labour and materials, the demand for building land will certainly revive and the Commissioners will be free to deal either by way of sales or of leases.

The outcry for freehold tenure as opposed to leasehold tenure is often heard, and was considerable in one country city where the estates of the Commissioners are very considerable. Here it was argued that the policy was preventing the growth of the city and that if it were possible to acquire the freehold there would be a great and immediate progress on the land suitable for the smaller houses. To this argument the Commissioners replied (some years before 1914) that they would sell to those desiring to build their houses. This concession naturally put an end to the outcry, but the result is disappointing, for only a very few small sites have been sold, showing that the agitators had little if any ground for their complaint that the leasehold system was strangling the growth of the city in every direction in which the Commissioners' estates were situated.

As regards the assistants whom Messrs. Clutton employ to assist them in the work, it may be mentioned that there are four Fellows and six Professional Associates of the Surveyors' Institution among their managing clerks who attend to the estates, while there are twenty-one others employed on the management work who have had many years' training in that work.

In connection with their receivership work they have several cashiers and receivers of long and varied experience in their particular branches, and each of the departments of the office is closely in touch with the local agent on the several estates on which they are employed in the south of England.

Mr. W. F. Trumper.

The country property in the agency of Messrs. Clutton consists of :—

Agricultural holdings,
House property,
Tithe rentcharge,
Copyholds (both of Inheritance and Lifehold), etc.,

situate in the counties already mentioned.

	acres	acres
Up to the 31st March, 1920, the agricultural area comprised		129,760
Since which date there has been transferred to the Church in Wales	7,203	
Sold or agreed to be sold	27,380	
		34,583
leaving		95,177

These estates are managed direct from their office with the assistance of sub-agents, of whose names a list can be furnished.

The limits of authority of the sub-agents have been indicated by Mr. Johnson.

The advantages of one central agency are, in our opinion :—

(1) Uniformity of management and acquaintance with the general policy and views of the Commissioners apart from precise directions laid down.
(2) Impartiality as regards local interests.
(3) It enables the agents to submit cases personally and to obtain quick decisions in urgent and doubtful matters from the Commissioners' Secretary, and to appear before the Board without delay (when required) to explain cases and to take direct instructions.
(4) Questions daily arise in connection with the management of these estates which render it imperative that the agents have access to the Commissioners' papers, deeds, etc. This would be impracticable in the case of local agents and would involve an enormous amount of correspondence and delay.
(5) The experience which has been acquired by an intimate knowledge of the estates (many of which have been arranged in farms under their direction by the amalgamation of small areas of leasehold and copyhold lands as they have fallen into possession of the Commissioners from time to time) extending over a period of seventy years.

The alleged advantages of having separate local agents in a number of centres are, it is supposed, mainly that such local agents have the means of acquiring more intimate knowledge of (1) the circumstances affecting lands in their own neighbourhoods, and

(2) the tenants or people seeking to become tenants. The system adopted by the Commissioners is however not less advantageous in these respects, while it has the great advantages mentioned above. The use of the local sub-agents gives the means of acquiring all information, both concerning the circumstances of place and persons, and their information is used by the London agents in the way that is possible for professional men who are quite fully informed already by constant visits and complete knowledge of all that has occurred in the past.

2. Summary of oral evidence of witnesses.

London or Local Agents.

No complaints have ever been received from the tenants as to the management of the estates by London agents. In the instances where local sub-agents are employed the tenants prefer to come direct to the London agents in all important matters. Among the advantages of having a central agency in London are the following: (*a*) ease of communication between the agents and the Commissioners, (*b*) absence of local bias, (*c*) uniformity of estate management. All these matters are important and cannot be achieved if local agents are employed.

The London Agents' Qualifications.

All the partners are fully qualified and trained in estate management, and have a good local knowledge acquired from their visits. The agents now practically devote themselves exclusively to the Commissioners' business.

Visits by Agents.

Every property is visited at least once a year by a partner or one of their qualified assistants, often more frequently.

Sub-Agents.

Sub-agents are employed where there is a considerable quantity of building land and in big centres where there are considerable estates. The sub-agents are appointed by and responsible to the agents. They attend to minor matters and are consulted by the agents.

Rents.

Mr. Sabin's evidence as to the general tendency of rents is accurate. The general average for the southern estates is 23*s.* to 24*s.* an acre—some of the poor land in Essex, Kent and Gloucestershire is let at less than 20*s.* an acre. In fixing rents the sub-agents are consulted. Prior to 1920 all rents were systematically revised and raised.

Sales of Agricultural Land.

Twenty-eight thousand acres of agricultural land in the southern division have been sold in the last two years at prices varying from £12 to £100 an acre. This has been a good bargain for the Commissioners. The area remaining is 90 to 100 thousand acres.

London Property.

The London house property could not be sold so as to produce as good an income as is at present obtained from rents—taking into account the wasting character of the property. It is not good estate management to sell single houses in the middle of an estate, and this would not be done. Prior to the War it was not the policy of the Commissioners to sell freeholds of this sort, but to take ground rents. Now they are more willing to sell outright. A considerable portion of the smallest London house property in hand is managed by ladies trained under Miss Octavia Hill; they are managers and not mere rent-collectors.

Character of the Agricultural Estates.

The estates in the south are not so scattered as those in the north and are to a considerable extent grouped round certain centres, where sub-agents can be usefully employed.

SEVENTH WITNESS. THE DEAN OF ELY (The Very Rev. A. F. Kirkpatrick).

17*th* *January*, 1922.

1. Summary of oral evidence of witness.

The Financial Position.

The Chapter is not at the moment insolvent, but the increase in expenditure has reached a point where the funds are no longer adequate. The estimated cost for stipends and maintenance for 1920–21 is £6,500, compared with £5,000 in 1913–14. The architect has estimated that for the next five years £1,100–£1,200 a year must be spent on repairs. For these charges, which are not likely to diminish in the future, a further sum of at least £700 p.a. is required.

Cathedral Staff.

The present staff at the Cathedral consists of a Dean, six Canons, four Minor Canons and eight lay clerks, besides bedesmen. The Minor Canons and lay clerks are paid stipends which form a first charge on the common fund of the Chapter. Although there is no legal compulsion to do so the Chapter provide for the Cathedral repairs and maintenance as a next charge on the fund, and what remains is divided amongst the Dean and Canons.

Suspension of Canonries.

Of the six canonries two are annexed to professorships at Cambridge. As far as the Cathedral is concerned the work could be done by four Canons, though the diocesan work might suffer. The Canons have a full year's stipend for two months actual work at the Cathedral, but the professional Canons are fully occupied with their University duties, and the other Canons are doing important work for the Diocese and in other ways. To give the extra income required, two canonries would have to be suspended. The canonries should only be suspended, and not suppressed, as it might be advisable to restore them at some future date.

Suspension of Minor Canonries.

The most obvious first step is to obtain legal powers to suspend one of the minor canonries. These offices are freehold and the Dean and Chapter have no power to suspend them. Three Minor Canons could do the work adequately, but the reduction of the number to two would lead to difficulties during holidays or in illness.

Minor Canons.

The duties of a Minor Canon are not sufficient alone to occupy the whole time of a Minor Canon, and it is very desirable that he should hold some other post or have some other work to do.

Lay Clerks.

It would be difficult to get rid of any of the lay clerks, and if the number were reduced to six and any were away ill, it would seriously interfere with the musical efficiency of the services.

Help from the Diocese.

The Diocese is already overburdened with appeals for funds for the Church, and it is not likely that any general appeal for funds for the maintenance and repair of the Cathedral would meet with success. The Diocesan Conference has not been consulted as to this.

EIGHTH WITNESS. The DEAN of WORCESTER (The Very Rev. W. Moore Ede).

17*th January*, 1922.

1. Summary of oral evidence of witness.

The Financial Position.

The deficit on the whole accounts last year exceeded £300, and there is a large amount of repairs that ought to be done to the fabric. The stipends of the Dean and Canons are fixed by Order in Council.

Cathedral Staff.

Only one Minor Canon and a Precentor are employed; the number was reduced during the War. This is quite sufficient to run the services efficiently. Occasionally there is difficulty; then one of the Canons helps. There are eight lay clerks, paid £100 a year each, and in the opinion of the organist this number cannot be reduced.

Suspension of Canonries.

The only method the Chapter can think of for dealing with the deficiency is by the suspension of one of the canonries. The other three Canons are prepared to do four months each instead of three, and the fourth Canon is prepared to resign on a pension, immediately freeing £500 a year, and ultimately £860. The efficiency of the Cathedral would not suffer from this. It would be best to suspend and not suppress the canonry, as it might be desirable to restore it later. No appeal has been made to the Diocesan Conference.

The Deanery.

The Deanery is far too large for the Dean, who might well live in the house attached to the canonry which it is suggested should be suspended. In any event the suspension would free one house, which could be disposed of.

Fees for Visiting the Cathedral.

These rose suddenly during the War from £200–£300 to over £500. It is impossible to say if they will be maintained.

NINTH WITNESS. THE DEAN OF LINCOLN (The Very Rev. T. C. Fry).

17th January, 1922.

1. Summary of oral evidence of witness.

The Financial Position.

A sum of £50,000 is required to put the Cathedral in order. An appeal has been made to the public for this. Prior to the War there was generally a small balance one way or the other, but now there is an overdraft of £3,300. Expenditure has risen during the War, owing to increased costs, by £4,000 p.a. The ordinary upkeep of the fabric is about £2,000 p.a. Owing to surrenders by the Dean and Canons and economies in various matters, including £600 p.a. saved on the Choir School, the existing income should be sufficient for the needs if the £50,000 is subscribed by the public and the fabric put into thorough repair.

Cathedral Staff.

There are four Canons, the Precentor, the Sub-dean, and the Archdeacons of Stow and Lincoln, four Minor Canons and eight singing men. All the Canons are continually engaged in diocesan or other work when not technically in residence. The Minor Canons also have other work. The work of a Minor Canon alone is not sufficient to occupy a man's whole time.

Suspension of Canonries.

Power to suspend a canonry is advisable in case it should be necessary to assist in raising money for the fabric. The laymen of the county would probably be opposed to such a suspension.

Two whole-time Minor Canons would be sufficient and the Cathedral would not suffer by the suspension of two. The Minor Canons have £300, a house, and are helped by the pension fund.

The number of singing men could not be reduced.

It is not desired to suppress the canonry, as it is hoped that a Canon Missioner may be appointed, to the great benefit of the Diocese.

The Property of the Chapter.

Most of the land was sold during the boom at a good price. A small quantity of building land was kept back. The house property in the Close is a great embarrassment, as it cannot be sold; many of the houses being large and very old, the repairs come to (sometimes) more than the rent received.

TENTH AND ELEVENTH WITNESSES. THE ARCHDEACON OF OAKHAM* (The Ven. W. G. Whittingham) (Chairman) and PREBENDARY E. HAY (Member) of the Ecclesiastical Dilapidations Committee of the National Assembly.

30th January, 1922.

1. List of documents put in by witnesses.

(i) Report of the Committee on Ecclesiastical Dilapidations. [N.A. 39.]
(ii) Committee on Ecclesiastical Dilapidations. Memorandum by a Minority of the Committee. [N.A. 39A.]
(iii) Ecclesiastical Dilapidations. Memorandum on the Draft Measure [N.A. 40] prepared by the Committee of the Assembly. [N.A. 49.]
(iv) (Draft) Ecclesiastical Dilapidations Measure, 1922. [N.A. 40.]

2. Summary of oral evidence of witnesses.

The financial aspect of the draft Dilapidations Measure now before the National Assembly in so far as it has been referred to this Committee falls under two heads: (*a*) Cost of putting all residence houses into an initial state of repair, (*b*) cost of administration of the scheme when inaugurated.

Cost of putting residence houses into an initial state of repair.

To launch the scheme successfully all premises must be put into an initial state of repair. This cannot be done by the incumbents in many cases, as the cost of repairs has outrun the incomes. In some agricultural Dioceses incumbents have been unable to find even half the necessary sum under the Bounty scheme. The idea is that where the Bishop is satisfied that the incumbent is unable to do the repairs after investigation a loan should be authorised or a benefaction made partly from central funds. The sum required is about £300,000, and it is suggested that it should be provided by the Ecclesiastical Commissioners over a period of six years at £50,000 a year. The sum to be put forward as a lump sum to meet a benefaction from the Church as a whole of a similar amount. This sum to be apportioned by a special committee to the various Dioceses and spent by them under control from headquarters. The total sum required for putting premises into an initial state of repair is estimated at $1\frac{3}{4}$ millions. A great deal of this would be paid by incumbents in the ordinary way, some could be lent to incumbents, and only £300,000 is asked for from central funds. Although this sum of £50,000 a year will be taken from the surplus of the Common Fund, it is worth deferring endowments to this extent to settle the dilapidations question. The interference with the efficiency and mobility of the clergy by reason of the present dilapidations law is very serious. Although all the Common Fund eventually goes to the clergy, it would be better to make this grant than tax the richer benefices to pay for this or the administration expenses. Such a grant from the Ecclesiastical Commissioners would act as an incentive to the laity to help the incumbents.

Cost of Administration.

This would include the Surveyors' and diocesan officials' salaries, and would amount to about £30,000 p.a. It is suggested that this sum should be paid by the Bounty or the Ecclesiastical Commissioners. The reasons why this sum should be paid by a central authority are: (*a*) It is a matter that concerns the Church as a whole more than the

* Now Bishop of St. Edmundsbury and Ipswich.

individual incumbents. (*b*) A new liability is being imposed upon incumbents, *i.e.* a compulsory quinquennial survey. (*c*) The Act of 1870 for the first time made the incumbent liable for the diocesan Surveyor's fees; before that date there was often no Surveyor employed. (*d*) The charge is very greatly resented by the clergy. They look on the new provision as a " police " provision and they resent paying the " police." (*e*) These expenses cannot be made a charge on a mere voluntary fund such as the diocesan fund. (*f*) The scheme may not go through the House of Clergy unless some concession is made to incumbents. This is the first relief that should be given and is the only permanent help asked for.

If no money is forthcoming from central sources the scheme can only be put in operation for those benefices that can meet the initial dilapidations charge, for others it must be delayed till the premises are put in repair somehow or other, the old law remaining in force for the time being.

TWELFTH WITNESS. The Rev. G. M. DAVIS.

31*st January*, 1922.

1. Précis of evidence as supplied by witness.

(1) The Commissioners regard themselves, as owners of land, as being in the same position as other large landowners, This is stated in a letter to me.

It is denied; they are trustees: if the Duke of Bedford chooses to let land at nominal rents, he may do so. Trustees may not.

(2) A single firm of agents—Smiths, Gore & Co.—is apparently employed.

Agricultural land varies so greatly in value that land on one side of a hedge may be worth twice what it is on the other.

It is maintained that, however convenient to the Commission, no one firm can administer this vast and widely extended property to the best advantage.

What actually happens in this district is that, when a farm is to let, the opinion of a local farmer, known to the agents, is taken on the character, etc., of the proposed tenant and the value of the land, with results that should be obvious.

It is too easily assumed that farmers are simple-minded men innocent of devices: the Commission are thus the victims of what amounts to a ring of farmers.

An annual visit or less is paid by the agents' representative and his welcome is carefully prepared.

Repairs are or were ridiculously costly, and these are or were left largely to tenants' discretion.

A local farmer, a tenant of the Commissioners, told me that in one year his bill for repairs came to considerably more than his rent, and reflecting that this did not look well, he sent in half the bill for repairs and deferred the balance to the next year.

In this parish, to illustrate the laxity of oversight, a tenant of the Commissioners was found to have been paying rent, £60, for a piece of land he did not hold of them. This was grossly careless of the farmer, who eventually became bankrupt, and still more of the agents.

When it was ascertained, the farmer was repaid the rent for fourteen or fifteen years, with compound interest, a windfall that staved off his bankruptcy for a time.

Again the indefensible practice of paying a premium for reversion of a farm belonging to the Commissioners, or for a successful recommendation, undoubtedly prevails.

The Commissioners deny all knowledge of it, nor is it likely they would be taken into confidence.

No agents, centred in London, with little knowledge of the localities or individuals, can deal with it: it is difficult even for reputable local agents to deal with it successfully.

One tenant of the Commissioners told me that he had a standing offer of £1,000 to vacate his farm—this was before the last five years: another told me that when he was offered one * of their farms, a neighbouring farmer offered him £500 to let him the farm: he replied that he would expect £500 a year, which was declined: this same tenant had himself previously offered the sitting tenant £100 a year for the rest of his life to vacate the farm in his favour.

It is suggested that instead of, or in addition to, employing Smiths, Gore & Co., the Commissioners should employ a sufficient number of gentlemen, of training and capacity, unamenable to bribes or other illicit influence, giving each of them charge of such and such estates.

That this would result in the saving of many thousands per annum is confidently asserted.

(3) Farms are habitually underlet: this is notorious: the Commissioners are probably dimly aware of it, but excuse it as being their own affair, and good for the tenants.

They appear to presume that, certain land in Wiltshire being worth 10*s.* to 15*s.* an acre, 25*s.* in Lincolnshire is a satisfactory rent.

* The Waite Farm, stated at the time to be derelict. See Appendix.

There is a farm in this parish that became vacant about twenty-five years ago: the tenant was a large farmer who, partly owing to charges on his income by family arrangements, and partly by bad management, became bankrupt when prices fell.

The Commissioners were led to believe that the farm was derelict and worthless: this was done in the too ordinary way of business in order to reduce the rent: it was credited, and a rent of some £300 for 500 acres was fixed: the farmer (see above) stated he would require £500 a year as premium for successful recommendation.

Three hundred pounds a year was being paid up till three years ago, when the value of the farm was estimated competently to me as between £20,000 and £25,000 at the least, and probably more.

Undoubtedly the same applies to the whole of the Commissioners' property in this district: there is land near Boston that is considered some of the finest in England and that before the War would fetch £7 an acre, let by them at 30*s*. I should advise very close questioning on the rent of land within 10 miles of Boston, (1) to-day, (2) three to four years ago, (3) the price accepted for the land if recently sold.

(4) Farms are often accumulated in one tenancy: this is bad policy it is submitted: it is hardly fair to other farmers, the advantage of a tenancy under the Commissioners being so immense, and it means that a farmer may or may not reside on one farm and place foremen in the others.

In one case in this district a farmer held three farms of the Commissioners till within the last four years, on neither of which he resided.

There is further the tendency for sons to follow their father in a tenancy: this may be less objectionable, but it is a subject of complaint, and I have known it done colourably.

Three or four years ago the farmer referred to above was about to retire: I was told he "means to put his sons into the farms he held"; I protested to the Commissioners that this was open to objection: they replied that the farmer wished, not to retire, but to "associate his sons (one of whom had already followed him in another farm of the Commissioners) with him in the tenancy."

The farmer in fact retired, and his sons, both already tenants of the Commissioners, followed him in the farm, on which neither of them resides: the rent was in fact slightly varied. There are therefore still three farms at least of the Commissioners in this family—one of which they have lately bought.

(5) Land is seldom—I think never—sold in the open market: it may be right to give a sitting tenant the chance of buying his farm, but only provided the price paid is fair.

I believe the remark of a tenant in this district that he had made "a d—d good bargain" too frequently applies, at the expense of the Church.

The following case occurred to my own knowledge in the parish of Farley c. Pitton, Wiltshire, of which I was Vicar. Dennis Goulding was tenant of two farms, one belonging to Lord Ilchester, the other to the Commissioners. The Commissioners permitted him to shoot over their land: Lord Ilchester, who kept a keeper, but reared no pheasants, objected to his shooting *over the Commissioners' land*, Lord Ilchester being in the habit of himself shooting over other land of theirs in the vicinity.

Goulding replied that Lord Ilchester could have the shooting for 2*s*. 6*d*. an acre, which he declined, and gave notice to Goulding to leave the farm belonging to him, the reason given being that he was a poacher and had been known to take sitting birds: this the keeper himself did not believe.

The Act awarding compensation for unreasonable disturbance was then imminent but not passed.

I heard a rumour that Lord Ilchester was going to buy the farm of the Commissioners: I came up to London and saw the Assistant Secretary (I think), who assured me they had no intention of selling the farm.

Within a month of my interview, the farm was privately sold to Lord Ilchester, and Goulding, who was the Warden and Chairman of the Parish Council, and a Tory in politics, and who also had a large family, was given notice to quit. Lord Ilchester was extremely annoyed with me and accused Goulding of unrighteous acts towards the game, which in any case was hardly sufficient cause for the treatment he received.

The Commissioners eventually disposed of their other property in the parish to Lord Ilchester, again privately, on the ground that if it all belonged to him he might be a better landlord, and Lord Ilchester subsequently resold it to a syndicate.

(6) It is obvious that the Church suffers twice over when its property is thus mismanaged: it loses very large sums per year, which of late years have simply swollen the profits of the tenants, and the impression is readily and naturally created that the Church —in so far as it is associated with the Commission—is in no need of funds.

This has been said to me scores of times, and a Bank Manager in Boston, who was well

aware of the facts, asked me why laity should be expected to make good deficiencies that were partly due to grossly bad administration. The farmers themselves treat the Commissioners as a public body resembling the Crown, and feel no sort of responsibilities. The Commissioners also appear to deny their responsibilities to the Church and claim the right to treat property as they please.

My withers are decidedly not unwrung when I see money lost on every side of me, and can form some idea of the emoluments of the Commissioners' tenants, while my own income which is paid by them has remained religiously fixed for the past eight years.

Farms Referred to in Foregoing Memorandum.

Name of Farm. Waite Farm, Thornton le Fen, nr. Boston.
Area. 500 acres or thereabouts.
Character. Excellent.
Buildings. Fairly good, rather rough.
Tenant. Mr. Arthur Gilliatt: does not reside, and farms another Ecclesiastical Commissioners' holding, in which he succeeded his father also.
Rent from 1899 *or thereabouts to* 1919. 11*s.* an acre.
Estimated minimum value during this period. 25*s.* an acre, in reality more.
Estimated value to purchase in 1920. £65–£70 per acre.
Present Rent. (?)£500.

The late tenant, Mr. C. Gilliatt, held four farms under the Commissioners on neither of which he resided; in each case his sons have followed him. If it is asserted that he is still tenant of the Waite Farm, this is merely colourable.

Name of Farm. Copping Syke, Langrick.
Area. (?)300 acres.
Late Tenant. Mr. M. Gilliatt.

This farm was privately sold to Mr. Gilliatt not long ago, at a price based on the very inadequate rent paid, I believe rather less than £1 an acre. Included in the rent was interest on an approach road made by the Commissioners: on this farm are four good cottages.

Estimated Value to Purchase in 1920. £65 an acre for land (minimum). £1,000 premium was offered the late tenant for a "successful recommendation."
Value of Cottages. £1,300.

It was on this farm that, the repairs having in one year exceeded the rent, a portion was held over to the year following.
The tenant told me this himself.
In connection with this farm the Commissioners received £60 a year for many years, which they eventually repaid with compound interest as stated in the Memorandum.

Name of Farm. Round House Farm, Haven Bank, Lincoln.
Area. (?)140 acres.
Tenant. Mr. M. Gilliatt, portions being sublet, with or without the Commissioners' knowledge.
Rent. (?)£90.

Name of Farm. Wrangle Common, nr. Boston.
Area. (?)450 acres.
Late Tenant. Mr. Wm. Porter.
Character of Land. Very good.

Much of the land round Boston is said to be some of the finest land in the country.

Rent. Not known.

This farm was sold privately to Mr. Wm. Porter, and since his death a year ago has been twice resold, in each case at a large profit.

Estimated Value to Purchase in 1920. Land of this character has fetched frequently in recent years £100–£120 per acre, in some cases more.

Name of Farm. Church Farm, Pitton, nr. Salisbury.

This is the farm held by Mr. Dennis Goulding, to the treatment of whom reference is made in the memorandum.

In this parish—Wildmore—alone the Commissioners now own some 650 acres, the rent of which *to-day* should not be less than £900 per annum. I doubt if they get £600. I myself sold four very ordinary fields at £69 per acre in August last, 1921.

2. Summary of oral evidence of witness.

In explanation and amplification of the memorandum criticising the management of the Ecclesiastical Commissioners' estates in the neighbourhood of Boston, Lincolnshire.

Farms let at nominal rents.

Many of the farms are let at merely nominal rents. The following instance may be given :—

(*a*) A farm of 500 acres let at 8*s.* 6*d.* per acre for first three years, 11*s.* per acre thereafter. The farm had been held at this rent since about 1897; it was not revised till four years ago, when it was doubled.

System of Agency.

It is impossible for one agent to manage 20,000 acres. A better method would be to have resident land agents employed by the Commissioners to look after various districts. Men like the agents of big landowners would have a better acquaintance with local conditions. The memorandum is not intended to cast the slightest reflection upon the present agents, Messrs. Smiths, Gore & Co.

Method of obtaining new Tenants and fixing rents.

The opinion of some local farmer is taken as to these matters, and this leads to a ring of local farmers getting the tenancies into their hands at low rentals, and to premiums being paid one to the other for a recommendation or a right of succession to the tenancy. As an instance of this :—

(*b*) The sitting tenant of a certain farm was offered a pension of £100 p.a. to relinquish the tenancy. This was refused, and he stated he would require £500 p.a.

Repairs.

Repairs are left largely to the discretion of the farmer, with the result that they are excessively high. As an instance :—

(*c*) One year the farmer had a bill for repairs larger than his rent and another year the same farmer received £100 instead of paying any rent. He also told his cottagers to put their furniture in the garden that the Commissioners' agent might see it there and so be prevailed upon to build on to the cottages. This deception was successful and the cottages were built on to.

Sons succeeding to fathers.

It is not wise to let too many tenancies get into one family, as it leads to discontent in the locality.

Tenants residing off the land.

Many tenants do not reside on the land. As an instance :—

(*d*) Two tenants in the parish reside off their farms.

Negligence of Commissioners' Agents.

(*e*) As an instance of this, in one case a tenant paid £60 a year rent to the Commission for land which did not belong to them. This was not discovered for fifteen years, when shortly before the tenant's bankruptcy the Commissioners repaid the total sum with compound interest.

General impression amongst tenants.

There is a general impression amongst tenants that the Commissioners have so much money that they do not know what to do with it. The instances given are instances of which Mr. Davis has been told by farmers in the locality.

THIRTEENTH WITNESS. Mr. S. E. DOWNING (recalled).

31*st January*, 1922.

1. Summary of oral evidence of witness.

[*Note.*—Mr. Downing was recalled to give evidence on the points raised in the précis and oral evidence of the twelfth witness, the Rev. G. M. Davis.]

General Observations.

The system of the Commissioners must be considered as a whole and not in connection with any one isolated set of facts. The Commissioners recognise that they act as trustees for the Common Fund, and in order to derive the best income they manage their estates on a strictly commercial basis, but according to the best principles of estate management.

Farms let at nominal rents.

Rents are not fixed, as suggested by Mr. Davis. A survey and valuation is made by the agents who advise the rents to be required, their reports are criticised by the competent staff at the Commissioners' office, and then the terms of tenancy are submitted for the approval of the Estates Committee. The rent may become inadequate owing to changes of circumstances. The average rent of 22*s.* for Lincolnshire was before the rise of rents a year or two ago. The rents were not raised in cases where sales were contemplated, as if they had been it would have been very unfair to force a sale just after raising the rent. A small amount of the estates round Boston were let at £6 an acre, but such a figure only applies to small parcels of land, and not to farms of considerable acreage, a fair figure for which would be about 30*s.* per acre.

As to instance (*a*) the facts are :—

> The vacancy occurred in 1896 in a time of acute depression. The farm was 576 acres; it was re-let at £331, 200 acres being heavy clay land of very small rental value at that date. The rent was fixed after full and careful consideration by the agents, the office, and the Estates Committee. There was no reduced rent the first three years or at all. There was a rearrangement of the tenancy in 1919 and the opportunity was taken to raise the rent to £550. The farm was offered for sale in 1920, but no such offer as £20,000 was obtained.

System of Agency.

The present system of agency is considered the best. Though there are only two firms of agents, there are several partners in each who have a widely varied knowledge. A system of resident agents would be much more expensive, and their knowledge would not be varied. They might have a more intimate local knowledge. The London agents go over every farm and survey it on a change of tenancy. Mr. Davis's suggestions largely amount to a charge of incompetence against the agents. The property of the Office of Woods is managed through a London firm of agents.

Method of obtaining new tenants and fixing rents.

New tenants are obtained by advertisement when necessary—not by tender, but often there are so many applicants that advertisement is unnecessary. As to instance (*b*) :—

> The practice is of course unknown to the Commissioners and their agents, and they have never heard of any instance in which a premium has been paid. Mr. Davis speaks of offers reported to him; this may be mere braggadocio. If the rent is a fair rent there seems to be no inducement to pay a premium.

Repairs.

The sum paid by the Commissioners on the whole for repairs is so low that it does not amount to the 25 per cent. authorised by the Income Tax Acts to be allowed to landlords. The usual form of tenancy stipulates that in repairs the Commissioners provide materials, the tenant providing the labour.

Large repairs are first settled in detail with the agents. As to instance (*c*) the facts are :—

Rent of farm since 1900	£374 p.a.
Total repairs 20 years, 1900–20	£708
Greatest sum in any one year	£63
„ „ „ two years	£119

Certain considerable improvements have been made up to £872 for a road in one year, and £420 for a pair of new cottages. On all such expenditure the tenant pays interest.

As to the cottages, £35 was spent in improving these and on that the tenant is paying interest.

Sons succeeding to fathers.

Ceteris paribus the succession from father to son is not discouraged. During times of depression several members of one family may have taken tenancies in a district, there being no other tenants available.

Tenants residing off the land.

The Commissioners have given an absolute instruction that tenants must reside on the farm where possible. This is not always possible where there is no house or the house is wholly inadequate. As to instance (*d*) both the houses are little more than cottages, and the tenants reside in the vicinity in larger houses.

Negligence of Commissioners' Agents.

There is no foundation for instance (*e*). The facts are that a former tenant bought a piece of land in the middle of the Commissioners' estate for £60. After his bankruptcy the Commissioners were asked by the incoming tenant to purchase the land from the mortgagees. This they did for £60. There is no instance in Lincolnshire or elsewhere of any such repayment ever having been made.

General impression amongst tenants.

There is no foundation for the idea, and the incorrectness of the facts Mr. Davis has put forward shows how unreliable local gossip is.

Sales of Land.

Of the 50,000 acres sold in the last two years 10,000 acres were by auction. The selling price in those years had no reference to rents. 940 acres were sold in Mr. Davis's district; the rental value was £1,368 10*s.*, and the selling price was £47,250.

2. Document put in after witness had given evidence.

Copy of a letter from His Honour Judge Radcliffe, K.C., to the Rev. Canon Headlam, D.D., and observations in reply by Mr. Downing, Secretary of the Ecclesiastical Commission.

The Athenæum,
*Pall Mall, S.W.*1.
December 1*st*, 1921.

MY DEAR HEADLAM,

I will do my best to supply you with such information as I have. I must premise that it mostly refers to one large farm—*the Court House Farm, Lower Woodford, Salisbury,* which I happen to know about, as it intersects the property that I had there, and moreover because a man who had worked on it for many years, and was a most intelligent and trustworthy man, became my factotum and so remained for years.

Observations in reply.

The Court House Farm in the ruinous 'eighties was farmed by a man called *Trask*, who went bankrupt. The farm was thrown on to the Ecclesiastical Commissioners' hands and they farmed it for some years and got it into capital heart.

It is a farm of about 1,000 acres with a good deal of water meadow. It will carry a breeding flock of 400 to 500 ewes and 50 to 70 cows.

Some little time before I came there the Commissioners had let the farm to a notorious farm wrecker called Kendell. No private owner would have looked at him, but although the best hated man in the village, he was a pious Churchman and regular Communicant, and I suppose that he was recommended by some hoodwinked parson.

I don't know what rent he paid.

His old servant told me that the Commissioners allowed him considerable sums for the upkeep of his meadow works, but never saw to their employment, so that nothing was done, and he pocketed the money.

He had a beautiful bit of barley land, which he had got very foul, and he persuaded the Commissioners to fence it round at great expense and lay it down to grass. But when the grass seed came he kept it in a barn for some time and then sold it, and all that ever came up in the field was couch, burnet and such like, which he called a "fine natural herbage."

In due time he was gathered to his fathers and was succeeded by Frank Sidford (who is still alive), who was a capital tenant and a good fellow in every way.

He had the whole of this large farm for £300 a year. There are two houses on it, one an old hunting box of the Bishops of Salisbury, which he let for £85 a year.

The shooting and fishing he let to me for £75 a year, thus paying a nett rent of £140.

Sidford kept a large flock and dairy, and no doubt did very well with it, though I expect he had to do a good deal in cleaning it when he first went in after Kendell.

I remonstrated once by letter with the Commissioners as to the absurd rent that the farm was let at, and pointed out to them that incidentally it meant that more than their share of rates and land tax was thrown upon their neighbours, besides giving a fictitiously low standard of rent in the neighbourhood. My protest was of no avail.

When I first went to Woodford the Commissioners had a great tithe of £300 on this farm. This they merged in the freehold. It would have paid them well to have given away the farm and kept the great tithe, as the expenses of up-keep of the farm, with two sets of farm buildings—nine or ten cottages and two houses—and a large acreage of water meadow, must have been very great.

Trask had a Lease at £665 per annum granted in 1875, when rents were about at the highest. Notwithstanding concessions and allowances, he failed in 1882, and the Commissioners had then to take the farm in hand.

The story, therefore, begins forty years ago, at the bottom of the agricultural depression, with the farm untenanted.

It is a farm of 800 acres, including 250 acres of down.

The Commissioners farmed the land at considerable annual loss until Michaelmas 1887, when it was let to Kendell at a yearly rent of £474 *tithe free*.

There was no one else who was prepared to take the farm. Whether Kendell's reputation was as bad as here suggested is not known to the Commissioners or their Agents, but piety was not the qualification for which he was chosen. The choice was between him and going on with the farm in hand and a certain annual loss, and the whole position was considered by the Estates Committee when he was accepted as tenant.

He did undoubtedly prove an unsatisfactory tenant, but the whole of his tenure (1887–1900) was a period of the greatest difficulty for landlords and tenants.

The rent was £474 (1887). From time to time there were allowances, and the rent was reduced to £425 from Michaelmas 1890 and to £300 from Michaelmas 1897 after the farm had been advertised for reletting, but no other tenant could be secured.

This was not the case. The expenditure by the Commissioners in repairs year by year was not considerable, and no payment in respect of repairs was made to Kendell without vouchers and the Agents being satisfied with the work done.

The source of this story is unknown. It bears no resemblance to anything known to have occurred during Kendell's tenancy. Certainly no grass seed was ever paid for by the Commissioners which was not sown on the farm.

The tenancy was, with the consent of the Commissioners (who had had reason to be dissatisfied with Kendell's farming), assigned to Sidford in 1900 at the same rent (£300) plus £23 for a house previously let separately. The letting to Sidford was brought before the Estates Committee and the terms approved by them.

The time was still one of severe agricultural depression, and the rent was the best obtainable.

The subletting of the second house was with the Commissioners' consent, but it was not a case of uninterrupted subletting at £85 per annum; the house was sublet from time to time to officers at the Camp on Salisbury Plain.

Sidford was an enterprising tenant, but he still had a period of agricultural depression to go through, and until he left (on notice given by himself) at Michaelmas, 1915, there was no sufficient justification for raising the rent against him as a sitting tenant.

There is no trace in the office of the Commissioners or in that of their Agents of any letter from this correspondent on this subject. It is not admitted that the rent was absurd—explanation already given.

The Rectorial Tithe Rent Charge (belonging to the Commissioners) on this farm was £172 commuted amount (not £300). It was merged in 1897, when the current gross value was £119.

It would not have paid the Commissioners to have given away the farm and retained the tithe, as may be shown by the subsequent history since Sidford's time.

From Michaelmas 1915 the farm was relet to Atkins at £400 per annum, to be increased in the third year to £450 per annum.

In 1920 the farm was sold (after auction) for £14,000, but this included a mill, etc., so that the price for the farm itself may be put at £12,500 or £13,000.

After allowing for all vicissitudes and expenditure since Kendell's tenancy commenced in 1887, the Commissioners have received a *net* annual rent certainly not less than the value of the tithe rent charge, and they have now realised the capital value of the land (with tithe merged) at say £13,000.

In fact they have nursed the property until it has recovered and they have obtained its capital value. At no time before 1920 could they have done this.

Two firms of Land Agents and Surveyors in London with a number of Sub-Agents; Mining Agents in addition for the mineral properties, one for Durham and Northumberland, and a firm with offices in London and Cardiff (Messrs. Forster Brown & Rees) for most of the rest of England. Other firms of Mining Agents for Lancashire, Northampton (ironstone), etc.

The vice of the Commissioners' system was that, although they are, I imagine, by far the largest landowners in London, and also in the country, have large mining properties and collect about £300,000 of great tithe, all this gigantic business was conducted by one firm of Surveyors in London, who could not possibly attend to it properly. They had what they called "local agents," who had no authority to do anything.

Some years ago the old Town Mill in Salisbury was turned into an electric light works, and turbine was put in in place of the old undershot wheel, with the result that the water lead up-stream was greatly raised and some beautiful grazing meadows of the Commissioners in Stratford sub-Castle were turned into a marsh. The local agent himself told me that he implored the Commissioners to intervene, but that he could not even get a man sent down to inspect and report until it was too late to do anything.

The Town Mill did not belong to the Ecclesiastical Commissioners, but to the Dean and Chapter of Salisbury.

On the sale in 1897 the Ecclesiastical Commissioners were necessarily concerned as approving parties, and the sale was effected with their sanction. Particular covenants were inserted for protection of other lands as far as such protection could be secured.

The grazing meadows said to be turned into a marsh will be found marked liable to floods on Ordnance Map before 1897.

Anyway the damage from flooding so far as the Commissioners are concerned is due not to want of control of the Town Mill, but to conflict of rights (as to drawing hatches and damming the Mill Stream) with other landowners.

The Commissioners have been legally advised that their rights are too doubtful to justify costly litigation for the protection of the property affected.

Some years ago I was sitting next to one of the paid Ecclesiastical Commissioners at dinner, and I told him what I have written above and begged him to have a balance sheet made out of this S. Wilts property so that they could see what it was costing them, but he said that the Commissioners only intervened on matters of principle.

This can only be some misunderstanding of the conversation at dinner. Every step in the story set out above came under the notice of the Estates Committee and action taken was authorised by them.

I have only spoken of one farm in Woodford. The Commissioners also had two farms in Upper Woodford and practically the whole of Stratford, and I believe that what I have said about one is applicable to all, only I don't know the details.

This is a statement so general that an answer can hardly be expected. The farms were certainly not all occupied by Kendell.

The Bishop of Coventry could tell you something about land that he bought from the Commissioners at Stockton. If I remember aright, he gave thirty years' purchase for it and then doubled the rents, which the tenants accepted without demur.

The land at Stockton bought by Bishop Yeatman Biggs (now Bishop of Coventry) was glebe of the Benefice of Stockton, and not property of the Commissioners.

It was sold in 1898 with the consent of the Commissioners, but the Commissioners never had any control over its management as glebe.

It was a farm of 620 acres, let at £244 per annum, but on the point of being thrown on the incumbent's hands. It was impossible for the Rector to face this, and he took independent advice and was recommended to sell. The Commissioners agreed and allowed the offer of the land by auction at reserve of £7,000. The Bishop bought at the reserve, there being little competition, although purchase on the instalment system (payments over a long time with interest at 3½ per cent.) was offered.

Whether the Bishop made a profit out of the transaction is unknown to the Commissioners, but clearly the full value of the property at the time was secured, and the incumbent was in that position that he was practically forced to sell.

If I can be of any further help to you I will gladly.

Yours sincerely,

FRANCIS R. Y. RADCLIFFE.

S. E. DOWNING.

31*st January*, 1922.

FOURTEENTH WITNESS. The Rev. A. E. JERRAM, Secretary of the Worcester Diocesan Board of Finance.

7th March, 1922.

1. Summary of oral evidence of witness.

Constitution of the Board.

The Board is constituted of 1 layman elected by each rural deanery, 12 laymen and 4 clergy elected by the Diocesan Conference and the secretaries of the various societies controlled by the Board. It is not too large a body, the average attendance being from 20 to 25. It would be of great assistance if all rural deans were ex-officio members. The Board is a committee of the Diocesan Conference.

Committees.

The bulk of the work is done by ten committees, which report quarterly to the Board. Several of the committees are the diocesan branches of various voluntary societies.

Societies.

Several voluntary societies have brought themselves under the control of the Board. They retain their investments and distribute the monies, but their expenditure is subject to the control of the Board, which makes lump sum grants where funds from investments are inadequate. In cases where the Board contributes large sums a greater degree of control is exercised. These societies do not issue any separate appeals, but donations to the Board may be earmarked for any particular society. The societies have no administration expenses, as their accounts are all kept by the Board. It is advisable to retain the societies, as they each have a separate appeal to a special public.

Trusts.

The Diocesan Trust, which holds all the trust funds for special purposes, is an entirely separate body. It would be an advantage and economy if the Board were to be incorporated and the two bodies merged into one.

Income.

The income of the Board has grown from £4,450 in 1918 to £8,300 in 1921. In 1921 £5,231 was raised by quota out of a demand for £9,600. There is a good deal of opposition to the quota in the parishes, as they consider the local needs suffer by reason of the money sent to the Board. The amount demanded is not too great provided time is given to educate the people. It is most important to have a personal touch between the Board and the parishes. It will probably always be necessary to retain an office list for subscriptions in addition to the quota.

Central Fund Contributions.

In 1921 £774 was contributed out of £2,295 assessed, this year it is hoped to send £800–£900 out of £3,300. The Diocesan Conference accepted the assessment and added it to their demand sent out to the rural deaneries.

Assessment of Quota.

The assessment on rural deaneries is calculated on population, number of communicants, voluntary contributions made and other special features.

Dilapidations.

The scheme just started is based on the proposed Measure and fits in with it. At present 37 incumbents have come in; they should all be in within six years. The scheme does not touch those parishes dealt with by the Bounty.

Centralisation of Funds in Diocese.

The pooling of all endowments by Dioceses would be beneficial. The Board would no doubt be capable and willing to do the necessary work. There is no reason for changing the present system of grants being given by the Ecclesiastical Commissioners, which works very well.

Centralisation of Control of Houses and Glebe.

It would be a good thing if the ownership or management of all houses of residence and glebe were handed over to the Board. It would be a great relief to the incumbents and increase their efficiency. In the first instance the Board should take on all outside repairs in exchange for a fixed annual charge on the living. There might be some difficulty as to inside repairs.

FIFTEENTH WITNESS. Mr. G. R. CRAWFORD, Secretary and Treasurer of the Winchester Diocesan Fund.

8th March, 1922.

1. Summary of oral evidence of witness.

Constitution of the Board.

The Board is elected by the Council of the Diocesan Fund. The Council is elected by the Ruridecanal Conferences from amongst the members they elect to the Diocesan Conference. This method is necessary owing to the great size of the Diocese. The Council meets four times a year and all acts of the Board except the assessment to quotas are subject to confirmation by the Council. The membership of the Board is 20 to 30, which is sufficient. The Diocesan Fund is incorporated. There are other committees of the Council. The Secretary and Treasurer acts for many of the committees, some have their own honorary secretaries. It is hoped to have a standing committee to deal with urgent and formal matters.*

Societies.

It is not the intention of the Board to absorb all the voluntary societies. The two chief bodies outside are the Clergy Sustentation Fund (incorporated) and the Clergy Pensions Fund (incorporated). The Board works in closely with both and makes a block grant to the former. The Board puts forward the Diocesan Fund as a first claim; the desire to earmark donations for various societies has greatly decreased and is discouraged.

Trusts.

The Diocesan Trustees hold all trusts at present, but they will shortly be transferred to the Diocesan Fund.* It would help towards efficiency if all the funds could be held and administered by the Council.

Income.

Ninety per cent. of the parochial quotas are now raised annually; these collections are rising while the office list is falling off.

Central Fund Contributions.

These are raised through the Board but not at present as part of the diocesan quota, though this will probably be done in the future.* There is very great prejudice against the Central Fund through mistrust and misunderstanding. This can only be got over by educating the people through addresses, preferably by laymen.

Assessment of Quota.

After trying various bases for assessment the rural deaneries are now assessed on the basis of Easter communicants. The sum aimed at is one penny per week from each; this has been exceeded in some cases. In the assessment of parishes the wealth of the people is taken into consideration, but the method of parochial assessment is left entirely to rural deaneries. A parish has the right to appeal from its assessment by the Ruridecanal Conference to the Board. The present system works well. Electoral rolls are so uncertain at present that they are useless as a basis.

Dilapidations.

There is no scheme in the Diocese; occasional grants are given in very bad cases and the Parochial Church Councils have been asked to help. The way has been prepared to some extent for the new Measure.

* This has now been done.

Augmentation.

There are 224 benefices in public and 107 in private patronage under £400 p.a. out of a total of 590. An augmentation fund has been opened to raise benefices in public patronage to £350. It is intended to work in close touch with the Ecclesiastical Commissioners. Augmentation is to some extent being carried out by the Nicholson endowment. The grant of £1,250 from the Central Fund was used for necessitous cases. A permanent fund to endow benefices in public patronage has been decided on rather than annual grants. £9,000 was granted last year for assistant clergy, deaconesses and lay agents.

Church Extension.

This consists in helping to purchase sites and build churches, and in some cases districts are taken over entirely as mission districts until parishes can be formed. There is a lull in this work now.

Union of Benefices.

A scheme was recommended by the officials, and some of the unions have been carried through.

Parsonage Houses.

There is no committee dealing with parsonage houses, but evidence of their undue size is followed up, and a considerable number have been sold.

Division of Diocese.

The size of the Diocese is a great hindrance to all the work of the Board and makes it impossible to contemplate any extension of the Board's activities. The scheme before the Church Assembly for dividing the Diocese is the best scheme. The division of the Diocese will probably lead to an increase in funds.

SIXTEENTH WITNESS. The Rev. A. E. GATES, Secretary of the Norwich Diocesan Board of Finance.

8th March, 1922.

1. Summary of oral evidence of witness.

Constitution of the Board.

The Board is elected by the Diocesan Conference by the circulation of voting papers. The election is by archdeaconries and orders. There is no whole-time Secretary except that one was specially appointed for one year. It would be a great advantage to have a whole-time Secretary, but the Board feels it cannot afford it. The Board meets once a quarter, as do its committees, excepting the Finance and Executive Committees, which meet once a month.

Committees.

A permanent propaganda committee has been set up to attempt, by means of lay speakers chiefly, to explain the financial position to the parishes. The Glebe and Dilapidations Advisory Committee helped with advice as to the sale of glebe. As a result a large amount of glebe was sold throughout the Diocese.

Societies.

The Widows and Orphans Fund is an entirely separate charity, controlled by a Board of Governors. The Board works in harmony with the Governors. There has been no suggestion for taking over this charity.

Trusts.

In 1918 the Board was incorporated and took over the Diocesan Trusts.

Income.

The general income of the Board rose by £300 in 1920 to £2,900 and in 1921 dropped back £100. There is a good deal of apathy in the parishes, and educational work is very necessary. The number of non-contributing parishes was reduced in 1920 (when there was a whole-time Secretary) from 227 to 100. Many of the parishes are very poor.

Central Fund Contributions.

The contribution in 1918 was £2,004, in 1920 £900; the assessment is £3,485. The money is raised independently of the diocesan quota by special collections, etc. The fact of having two separate appeals is unpopular, and the whole will now be included in the quota. The Board is in complete sympathy with the Central Fund. There was misunderstanding as to the Central Fund, people thinking in 1918 that it was an appeal for a capital sum, and resenting its repetition; this accounts for the large falling off in 1920.

Assessment of Quota.

At present the quota is assessed by the parishes themselves at the rate of $\frac{3}{4}d.$ per week for each Easter communicant. Many parishes have refused to assess themselves. The new Propaganda Committee is attempting to get collected 6*d.* per month from each person on the electoral roll in each parish. It is essential to set up machinery for this collection. This scheme has been quite successful, where adopted, in increasing the sum raised.

Dilapidations.

There is no scheme to deal with dilapidations. Only 10 per cent. of the incumbents eligible have been able to afford to go in for the Bounty Scheme.

Augmentation.

There are 758 parishes in the Diocese, held by 503 incumbents, and 104 with livings rather under £168 net. A block grant is received annually from the Queen Victoria Clergy Fund; last year with the help of £570 block grant the Board was able to raise 34 livings up to about £200. There is no scheme for augmenting livings generally. The only solution seems to be the uniting of the poorer livings.

Union of Benefices.

This is proceeding, but the Board takes no part in it. There is much opposition in the parishes.

Grouping Benefices.

A system of grouping benefices under one incumbent has been considered and worked out for the town areas, but not for the rural districts. The scheme has not yet been brought into force. The difficulty is to persuade the parishioners to do without their own parson.

Pensions.

An adequate pension scheme is very necessary. Many incumbents who are too old for their work cannot afford to relinquish it.

Centralisation of Funds in Diocese.

A general pooling of all endowments would be popular with the laity but not with the clergy.

Centralisation of Control of Houses and Glebe.

If the Board were to take over the management of the houses and glebe it would be popular with the clergy. The organisation would be costly, but it could be done and might work out to be an economy.

Historic Churches.

There are a great number of historic churches in the Diocese which are kept up with great difficulty by the various parishes with a small amount of assistance from the Board. The clergy would welcome their being taken over as national monuments under a system of shared control.

SEVENTEENTH WITNESS. The Rev. P. J. DALE, Secretary of the Salisbury Diocesan Board of Finance.

8th March, 1922.

1. Summary of oral evidence of witness.

Constitution of the Board.

The Board was incorporated in 1882 and has hitherto comprised many persons not members of the Diocesan Conference. The constitution is in the course of amendment to make it more directly representative of the Conference. There are at present about 85 members, the average attendance being 40. Meetings are held quarterly. The staff consists of a Secretary, Solicitor, Auditor, Education officer and clerk.

Committees.

The work is largely done by committees, all the spending power being so delegated subject to the sanction of the Board. The dilapidations scheme is run by a committee of the Board with the Bishop's Legal Secretary as Secretary.

Trusts.

The Board looks after a very large number of trusts of various sorts. This entails a great deal of accountancy work. The dividends are received in bulk by the Board and split up by them. This is a convenient method of working. There is no separate Diocesan Trust, and all the trusts for ecclesiastical purposes in the Diocese are known to the Board.

Income.

In 1920 £6,341 was asked for by quota from the parishes, and £6,480 raised, the latter figure including subscriptions of £20 and over. The 1921 income was 30 per cent. higher. This was due to the effect of two years' propaganda work, and the improvement should continue. The earmarking of portions of the quota for special funds is decreasing. The deaneries and parishes have the budget put before them at the beginning of each year, and the spending committees are allowed to draw up to their budget figure.

Central Fund Contributions.

Up to the present these have been the result of special collections only. Last year £1,700 was sent up. This year £2,000 of the £4,800 asked for has been included in the diocesan quota. A special effort is to be made to collect as much as possible in excess of the £2,000. The Central Fund is not popular with many, who feel that the claims of the clergy should have precedence over those of ordination candidates.

Assessment of Quota.

This is on the same basis as the Central Fund, *i. e.* population, contributions and communicants. The deaneries apportion amongst the parishes. There are very few non-contributing parishes left.

Dilapidations.

The original seven-year scheme started five or six years ago is not a great success, as there appears to be no special advantage in it over private insurance. Only 37 incumbents have come in. The second scheme, whereby the Board contributes £2 in any case where the Parochial Church Council will pay one share and the incumbent the other of a premium, is more successful. The scheme does not touch the benefices under the Bounty scheme.

Augmentation and Sustentation.

The Sustentation Fund last year aimed at raising livings under £300 a year with

populations from 300 to 2,000 up to £300; 65 per cent. of the deficiency was in fact made up at a cost of £2,284. The Augmentation Fund made no grants in 1921. The augmentation is supplementary to that of the Ecclesiastical Commissioners.

Union of Benefices.

Unions are proceeding in a good many cases, but the Board takes no part in them.

Parsonage Houses.

There is a committee which deals with cases of parsonage houses brought before it. The difficulty as to disposing of these is that the price obtainable has not generally been sufficient to build a new house up to the requirements of the Bounty.

Division of Diocese.

The Diocese is not too large for administration purposes, as far as the Board of Finance is concerned.

Centralisation of Funds in Diocese.

This would not be easy till the parson's freehold is abolished, which would be helpful in many ways. The pooling of endowments would be very unpopular with the clergy.

Centralisation of Control of Houses and Glebe.

Many clergy would like a scheme for the central management of their property, but it would be very difficult to carry out in practice. There might be an appointed diocesan agent to whom the clergy could go, but the initiative would have to be with the clergy. The central management of property, though possible, would be very inefficient, under present conditions.

EIGHTEENTH WITNESS. Colonel F. R. McCONNEL, a Member of the Southwell Diocesan Board of Finance and Chairman of the Dilapidations Committee, and a Member of the Manchester Dilapidations Committee.

15th March, 1922.

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1. Précis of evidence as supplied by witness.

It is understood that Colonel McConnel is speaking entirely as to his own views, and is in no way representing a Diocese.

Constitution, functions and working of Boards of Finance.

Evidence as to :—

Constitution of the Boards of Dioceses with which I am connected. My *views* as to constitution of Boards of Finance are that they should be as representative as possible, and closely in touch with the actual Parochial Church Councils through Ruridecanal Finance Committees.

For this purpose I recommend a large Board consisting of—

(*a*) Ex-officio members, including representatives of the various approved Diocesan Associations.
(*b*) A few nominated members.
(*c*) One member for each rural deanery, elected at the Diocesan Conference, but nominated at the Ruridecanal Finance Committees' meetings.

I recommend a Lay Chairman, to be ex-officio a member of the Diocesan Conference, nominated by the Bishop; and a Lay Vice-Chairman elected by the Board.

I approve generally of the functions and methods of working outlined in the " Central Board Report " and the " Archbishops' Committee Finance Report."

I strongly advocate a small Executive Committee of laymen, with a professional accountant as adviser.

Copy of part of a memorandum prepared by me for submission to a Diocesan Committee, enclosed herewith.

Dilapidations Finance.

With some experience of the working of two Diocesan Dilapidations Committees, I am of opinion that the large sums indicated by the draft Ecclesiastical Dilapidations Measure are not required to be raised by a central authority.

Give them time, and the parishes will find the bulk of the money.

Glebes.

As to the property of the Church in the form of glebes, I am prepared to submit evidence, showing the terrible wastage of Church property caused by the present system of management, and to express my definite view—after experience of both methods—that glebes should *not* be dealt with along with parsonages in a Dilapidations Measure.

Clerical Stipends.

I am also prepared to submit a pamphlet on Clerical Stipends, and if desired give evidence of successful methods used in certain cases to raise the necessary sums.

Specimen pamphlet enclosed.

F. R. McCONNEL.

2. List of documents put in by witness.

(i) Central Board of Finance of the Church of England. Special (Diocesan) Relationship Committee Report. [N.A.F. 1.]
(ii) Report of the Archbishops' Committee on Church Finance, 1911. [Longmans, Green & Co., price 1*s.*] *Out of print.*
(iii) Part of a Memorandum drawn up for the consideration of a Diocesan Organisation Committee, by F. R. McConnel. *Printed below.*
(iv) Clerical Stipends on Businesslike Lines, 1921, by F. R. McConnel.
(v) The New Way in Church Finance [O.C. 137]. Central Board of Finance of the Church of England.

3. Prints of certain documents put in.

PART MEMORANDUM DRAWN UP FOR THE CONSIDERATION OF A DIOCESAN ORGANISATION COMMITTEE.

This brings up the question of financial machinery, for under the recommendation of the Central Board the Church Extension Society would be a definite branch of activity connected with the Board of Finance, of which it would be a committee.

From the recommendation of the Central Board it seems that the Organisation Committee should also be a direct committee of the Board of Finance, the Organisation Committee being the channel through which it is proposed that the Diocesan Board of Finance should direct the organisation of diocesan finance. See "New Way in Church Finance," page 2.

Whilst the work of educating the parishes and propaganda generally is much needed, unless the Organisation Committee is an integral part of the Diocesan Board of Finance, and in absolute harmony with it, and the Board of Finance is in harmony with the Ruridecanal and Parochial Finance Committees, there seems little hope of real success.

In past years, when the diocesan finances were on a much smaller scale, the Diocesan Finance Association was formed as an incorporated body with power to hold money and act as trustee of the property of the Diocese or parishes. For this purpose it seems admirably suited, though it does not appear to be elected in any representative manner, its committee being practically a self-elected or co-opted body. In addition to these functions it acts as the Board of Finance for the Diocese, which means that the present governing body for our finance is really outside the representative system which, beginning with the Parochial Church Councils, culminates with the representatives to the Diocesan Conference.

It would appear that one of the most useful things the Organisation Committee could do, would be to urge the revision and modernisation of this financial machinery, to bring it into harmony with the Report of the Central Board of Finance, leaving the present Diocesan Finance Association as it is, as trust holders and bankers for the Diocese, but a new Diocesan Board of Finance being formed on representative principles which would, in the words of the Central Board Report, "be given the official position of the Executive Finance Committee of the Diocesan Conference." See page 7, Central Board Report.

Owing to the difficulty of getting suitable members nominated at a large meeting like the Diocesan Conference, it might be well if the Finance Committee of each rural deanery would make recommendations of the names of a member or members from which the Diocesan Conference could elect its Board of Finance, while the ex-officio members of the present Finance Association might well be retained on the new Board as a connecting link.

This new Board of Finance might ultimately have sub-committees under it, such as a small Finance Executive Sub-Committee, the Church Extension Society, Education Committee, Clergy Maintenance Committee, possibly others, and finally the Organisation Committee. This would place the Organisation Committee into a definite place in the diocesan machinery to get into touch with the different rural deaneries and parishes for propaganda and instructional work. See pages 6, 7 and 9, Central Board Report, and pages 60 and 62, "Archbishops' Committee Finance Report."

To sum up, it seems to the writer that to try to bridge the financial trouble without modernising the Board of Finance is to try to build the bridge without the keystone of a Board of Finance as a real Executive Finance Committee of the Diocesan Conference, and having a real link with the parishes through the Ruridecanal Finance Committees. These Ruridecanal Finance Committees, in addition to the duty suggested for them in the Minutes of our last Meeting, that of allocating the diocesan quota among the parishes of the rural deanery, might well become an advisory body as to the methods of finance to be adopted by the various parishes and a propaganda body for urging the claims of diocesan funds and organisations.

Also the various Ruridecanal Committees would be authorities whom the Diocesan Board of Finance could consult on any important matters.

4. Summary of oral evidence of witness.

Constitution of a Diocesan Board of Finance.

The Board should consist of the following members :—

Ex-officio : Bishop, Suffragans, Archdeacons, Chancellor, and Proctors in Convocation.
Co-opted : A certain number.
Representative : One from each rural deanery. There should be a small executive committee with a lay chairman.

Functions of Board.

The Board should deal with maintenance of the ministry, training of the clergy, church schools, church extension, social service, dilapidations, and management of glebe and houses. The Central Board should deal with pensions and other matters, possibly including widows and orphans.

Central Fund.

The central quota should be part of the diocesan quota. This is so in Southwell.
The Central Fund is not popular amongst many clergy, as they consider it a breach of faith that the question of stipends has not been dealt with first.

Dilapidations Schemes.

The new Measure is worthy of every support, though it should not be made compulsory till after the first vacancy. The fact of having to send money out of the Diocese may militate against its popularity. The Southwell scheme has been very satisfactory. It is limited to 100 parishes, as there is not sufficient money available to undertake more. To start, a flat rate of £20 p.a. was charged to every parish, to be paid as to £5 by Dilapidations Committee, £5 by incumbent, and £10 by Parochial Church Council. As surveys are made, a new assessment is fixed for the next five years. The average cost per parish is £20 14*s*. All repairs are paid for by the Dilapidations Committee up to the value of the money to the credit of the particular parish. An incumbent can on resignation withdraw his contributions, but not the diocesan contribution. The maintenance committee of the Parochial Church Council countersign all demands for payment. Small repairs are done without survey, larger repairs after survey. Surveyor passes all bills. Surveyor at present is paid fees on dilapidations scale. In Manchester, where capital from bequests was available, the committee make themselves responsible up to limit of funds in hand for all dilapidations in contributing parishes. A full-time Surveyor is engaged in Manchester most successfully. Houses must be in order to come into these schemes. This generally is so after a vacancy, the parish often helping to put the house in order. One Surveyor could deal with 500 benefices, and does so in Manchester. A clerk deals with the correspondence. The committee meets monthly; any very urgent matter can be dealt with by the chairman and the Surveyor. Such a scheme should be kept distinct from glebe dilapidations, as Parochial Church Councils will help with the house but not with the glebe. The accounts might well go before some central authority; this could be done if the central authority paid (say) the Surveyors.

Augmentation.

Augmentation should be done by parishes in the first instance. If it cannot be done they should be united, or, if that is not possible, then there should be grouping. The Bishop should have power to refuse to induct where the stipend is inadequate. The present generation should only be asked to endow up to a certain figure, the rest being made good by annual donations. It would be a good idea to pool all endowments in a Diocese if it can be done fairly and with the patrons' consent. Theoretically no parish should have less than 1000 inhabitants and no incumbent's stipend should be less than £400.

Glebes.

In Manchester glebe is dealt with under the dilapidations scheme. In Southwell there is a voluntary combine of many of the clergy to have their glebes managed. This works well and is a great saving. But glebe should be managed compulsorily by a diocesan authority, as otherwise the careless clergy do not come in. The great difficulty as to selling glebe is that if the sale goes off the incumbent is saddled with the costs thrown away.

Provision of Curates.

Parishes requiring curates should pay a fixed sum to the Board, who could then pay each curate a proper salary in relation to his age, etc., from the pooled funds.

Division of Dioceses.

Manchester should be divided into three, and Southwell into two Dioceses. Money from a central fund spent on the endowment of these Dioceses would be well invested, as more money could be got from the divided Dioceses.

NINETEENTH WITNESS. Lt.-Colonel R. E. MARTIN, Chairman and Treasurer of the Peterborough Diocesan Board of Finance.

15th March, 1922.

1. Summary of oral evidence of witness.

Constitution of the Board.

At the request of the Bishop a lay chairman was appointed in 1920. A propaganda secretary (clerical) is employed at £400 a year; the rest of the work is done voluntarily.

Societies.

The various organisations work separately, but submit their budgets annually to the Board, which makes itself responsible for raising funds for them as far as possible.

Trusts.

There is a separate body, the Diocesan Trust, which merely acts as a holding body.

Income.

In 1921 95½ per cent. of the quota asked for was raised. Out of 660 parishes 460 paid the full contribution and 34 contributed nothing. The money collected by the parishes is sent to the ruridecanal treasurer, who forwards it to the archidiaconal treasurer, who sends it to the Board. There has been at times a certain amount of inaccuracy in working this system.

Central Fund Contributions.

In 1921 the Board contributed only £175 towards administration expenses, a further £1,200 was sent up from the Diocese. This year an effort is being made to raise the £5,460 asked for. A single quota is being asked for, divided as to two-thirds for Diocesan and as to one-third for Central Fund, with power to earmark for either. There is a certain amount of unhappy misunderstanding as to the Central Fund, especially in connection with the Knutsford scheme, people saying that money should not be expended on training while parsons are starving. In one district difficulty arises from the clergy looking upon the whole idea of the Board and Church Assembly as being Erastian and therefore refusing to help. A great deal of education work has been done by the propaganda secretary and others, and the influence of this is being felt. Education is the real necessity.

Assessment of Quota.

The rural deaneries are assessed on an average based (*a*) on communicants, and (*b*) on certain specified church expenses; the parishes are assessed on church expenses only, but the Ruridecanal Conference has wide powers to vary the assessment, as between parish and parish.

Dilapidations.

Fifty incumbents have come into the Assurance Scheme; this is not being pressed at the moment, in view of the new Measure. The scheme is run by an independent body, who receive a grant from the Board.

Augmentation.

There is a small Benefices Endowment Fund, to which £2,000 was allocated last year. A further £450 was distributed in grants by the Queen Victoria Clergy Fund. The principle is to help parishes that help themselves, beyond that there is no definite scheme.

Church Extension.

Money for this purpose at present is spent on sites and stipends for clergy in extension districts before they become parishes. No building can be done at present on account of cost.

Union of Benefices.

A commission is sitting to make a systematic survey of all benefices and recommend the unions advisable.

Parsonage Houses.

The same commission is going into the question of parsonage houses and will report on those which should be sold. The commission consists of three parts, one for each archdeaconry.

Division of Diocese.

If the Diocese were divided local patriotism would probably become more intense. The question of convenience of size for administration depends upon how much propaganda has to be done. The present small staff could manage the Diocese with no great amount of propaganda work to be done.

Centralisation of Funds in Diocese.

Something ought to be done to pool endowments, but the difficulty is the parson's freehold. If any form of assessment on richer livings were adopted it would be essential to deduct the amount assessed before payment of the stipend.

TWENTIETH WITNESS. THE REV. CANON F. PARTRIDGE, Secretary of the CENTRAL BOARD OF FINANCE OF THE CHURCH OF ENGLAND.

4th April, 1922.

1. Précis of evidence as supplied by witness.

1. *Constitution.*

The Central Board of Finance is a body incorporated under the provisions of the Companies Acts 1908 and 1914, its Memorandum and Articles of Association having been settled originally by Sir Robert (afterwards Lord) Finlay and revised in 1919 and in 1922.

2. *Membership.*

The Board now consists of

(i) 38 elected members, one member being elected for each of the Dioceses in the two Provinces by all the representatives of that Diocese in the Church Assembly,
(ii) 10 members nominated by the Standing Committee of the Church Assembly, and
(iii) 5 members nominated by the Archbishops, acting jointly.

The Chairman of the Board is appointed by the Church Assembly. The total membership of the Board is, therefore, 54.

(*Note*:—Previous to September 1921, the Central Board had consisted of two representatives elected by the Diocesan Board of Finance in each Diocese the population of which was less than one million, with an additional representative for every additional million or part of a million; 20 members nominated by the Archbishops acting jointly, and 20 members co-opted by the Board.)

Originally a body controlled by the Diocesan Boards of Finance through their representatives, it is now in effect the Finance Committee of the Church Assembly, directly elected, for the most part, by that body.

3. *Committees.*

The business of the Board is transacted by the following Committees:—

(i) Finance,
(ii) Southern Organisation,
(iii) Northern Organisation, and
(iv) Legal,

and by such other committees as the Board may in its discretion from time to time appoint. A copy of the Standing Orders ("A") of the Board, wherein the duties of such committees are defined, is attached.*

4. *Capital assets and trust properties.*

The capital assets of the Central Board are represented by a number of investments (see Schedule "B" attached),* which are held for divers purposes, in accordance with the directions of the donors when such directions have been given. It acts and has acted as custodian and/or administrative trustee of various trust properties and monies bequeathed or given to it. It is the owner of a leasehold property in Elm Park Gardens, South Kensington, used as an office for the Central Candidates Committee for training of the Ministry, and of a freehold property in Victoria Park, Manchester, used as a Hostel mainly for Ordination Candidates in the University of Manchester.

* Not printed.

5. *Income.*

The income of the Board for the years 1919, 1920 and 1921, has been as follows :—

	1919.			1920.			1921.		
	£	*s.*	*d.*	£	*s.*	*d.*	£	*s.*	*d.*
Unappropriated	225,693	6	7	117,285	13	1	82,383	12	2
Training	10,467	1	0	29,974	5	8	22,725	16	0
Religious Education	832	8	1	554	15	1	506	12	0
Maintenance	6,160	2	0	7,197	12	1	5,141	0	5
Church Extension	27	5	0	—	—	—	4	12	0
Clergy Pensions	452	12	3	145	14	10	145	9	1
Clergy Widows and Orphans ..	42	18	11	—	—	—	6	11	3
Emergencies	1	10	0	—	—	—	7	2	0
Special Purposes	1,163	12	6	1,595	2	8	239	1	10
Organisation	2,504	18	10	—	—	—	—	—	—
Establishment Expenses	3,004	11	7	6,019	5	7	555	7	0
Gifts of Stock	40,073	15	0	8,463	2	7	2,250	0	0
Sundry Receipts	83	18	3	138	1	3	965	4	2
	£290,508	0	0	£171,373	12	10	£114,930	7	11

Before 1921 the income of the Board was derived mainly from general appeals, the chief of which was made in each year on Rogation Sunday. For 1921, an estimate was prepared for the consideration of the Church Assembly and adopted by that body at the November Session of 1920. It provided for the raising of two-thirds of the amount required by apportionment upon Diocesan Boards of Finance, and the remaining one-third by central appeal. The arrangement in 1922 is for the whole of the estimate of the Church Assembly for that year to be raised by apportionment upon Diocesan Boards of Finance. The Diocesan Boards with one or two exceptions only have assented to the principle, and have promised to do their best to raise the necessary sum. The method of apportionment and the procedure to be adopted with regard to the quotas to be contributed by the Dioceses have not been finally settled, but attempts are being made to reach an agreed settlement in consultation with the Diocesan Conferences and Boards of Finance, which will provide on a permanent basis the income necessary for the Church Assembly.

6. *Expenditure.*

The expenditure of the Central Board in the years 1919, 1920 and 1921 may be arranged under the following heads :—

	1919.			1920.			1921.		
	£	*s.*	*d.*	£	*s.*	*d.*	£	*s.*	*d.*
Unappropriated	1,704	15	0	1,853	0	6	8,680	16	7
Training	57,917	6	0	89,350	5	9	86,599	6	10
Religious Education	3,100	0	0	15,250	0	0	15,200	0	0
Maintenance	120,000	0	0	30,110	17	8	633	0	0
Church Extension	—	—	—	—	—	—	—	—	—
Clergy Pensions	—	—	—	—	—	—	—	—	—
Clergy Widows and Orphans ..	—	—	—	—	—	—	—	—	—
Emergencies	—	—	—	—	—	—	—	—	—
Special Purposes	—	—	—	234	12	10	736	6	6
Organisation	40,773	3	10	8,309	10	10	4,561	2	10
Establishment Expenses	5,375	3	10	9,829	16	9	7,156	16	7
Gifts of Stock		—	—	—	—	—	—	—	—
Sundry Payments	125	7	2	—	—	—	—	—	—
	£228,995	15	10	£154,938	4	4	£123,567	9	4

(*Note* :—The financial history of the Central Church Fund from its inception is set out in a printed Memorandum on capital and income (F.C. 2), two copies of which have been submitted.)

7. *Relations with Dioceses.*

One of the chief difficulties in the administration of the voluntary contributions of churchpeople made to the Central and Diocesan Boards of Finance lies in the difficulty of stating within clearly defined limits the respective areas of central and diocesan effort. The Church Assembly has approved the Report (N.A.F. 1) prepared by a Relationship Committee presided over by the Bishop of St. Albans, which attempted to make the said definition, but the principles of the Report have not yet been fully established. Attention is drawn particularly to the last two pages of the Report.

8. *Office and Staff of the Central Board.*

The office of the Central Board, after having been moved, owing to the exigencies of the War, from All Hallows Lane to Tothill Street, and thence to Great Smith Street, has now found a permanent home in No. 12 Dean's Yard, a house belonging to the Corporation of the Church House, where accommodation is also provided for the Church Assembly, and, as far as accommodation permits, any special Committees of the Church Assembly.

A general staff for the Assembly is gradually being evolved under the control of the Finance Committee of the Central Board. The staff of the Central Board consists of a Secretary, an Assistant Secretary and an Accountant.

The Secretary of the Central Board is also Secretary of the Church House, and Hon. Secretary of the Queen Victoria Clergy Fund, an arrangement made with a view to the closest possible co-operation between authorities which direct the administrative work of the Church Assembly and the House in which its activities are exercised.

2. List of documents put in by witness.

(i) The Central Board of Finance of the Church of England (Draft) Standing Orders.
(ii) Schedule of Investments—27th February, 1922.
(iii) Central Board of Finance. Memorandum on Capital and Income. [F.C. 2.]
(iv) Central Board of Finance of the Church of England. Report of the Special (Diocesan) Relationship Committee. [N.A.F. 1.]

3. Summary of oral evidence of witness.

Constitution of the Central Board of Finance.

The Board was incorporated in 1914, and consists of (*a*) 38 members, one elected by the representatives of each Diocese in the Church Assembly, (*b*) 10 nominated by the Standing Committee of the Church Assembly, (*c*) 5 nominated by the two Archbishops, and (*d*) a Chairman appointed by the Church Assembly. The Board acts as the Finance Committee of the Church Assembly and has four standing committees, Finance, Southern and Northern Organisation, and Legal.

Invested Funds.

Total value £84,250. These are divided into five classes: (*a*) special trust moneys, (*b*) in trust for the general purposes of the Board, (*c*) in trust for Central Church Fund (1919 Appeal), (*d*) Church funds generally, and (*e*) invested by the Board. (*d*) and (*e*) are dispersible, not (*a*), (*b*) or (*c*).

Income of the Board.

The unappropriated income of the Board was £225,693 in 1919, £117,285 in 1920 and £82,383 in 1921. This decrease is largely accounted for by the fact that the 1919–1920 appeal was for a capital sum of £5,000,000, while in 1921 only money for immediate expenditure was asked for. Some of the 1919 income was in the form of special non-recurring gifts for specific purposes, such as training ex-service candidates. In 1919–1920 a special levy was asked for from Dioceses for administration costs, this has been merged in the general levy upon which alone the Board now depends for income. No separate

appeal is now issued. In 1921 the Dioceses contributed 35 per cent. of the levy. Only five Dioceses (Birmingham, Liverpool, Hereford, Coventry and Durham) have declined to become responsible for their whole share in 1922, and some of these have promised a part. The amount required for 1922 is £165,000.

Unpopularity of the Board.

The reasons for this are probably the following: (*a*) A mistake in the public mind as to the sequence of the objects appealed for. Many of those who made appeals on Rogation Sunday over-emphasised the appeal for funds for maintenance, though the appeal for training was put forward first to fulfil the pledge of the Archbishops. (*b*) Misunderstanding as to the grants to civilian candidates for ordination. (*c*) The use of extensive advertising by the Board. (*d*) A misunderstanding as to what are called "administration expenses."

What militated against the success of the Five Million Appeal.

The following matters all helped to defeat the success of the appeal in 1919–1920: (*a*) An idea that such a large sum was not really required, (*b*) a disinclination to increase endowments, (*c*) ignorance of facts as to Church finance, (*d*) a fear of over centralisation, (*e*) the use of advertisements, (*f*) certain special disadvantages such as the incidence of a general election, strikes, etc.

Co-operation with other official Central Funds.

This has been considered, but it has been thought advisable to keep quite separate a body like the Board, which deals with revenue from voluntary sources, from other bodies dealing with endowments.

Clergy Pensions and Widows and Orphans.

A certain amount of money collected for this purpose is awaiting disposal. There is no scheme at present. The provision of pensions is a central matter, and should be under a central authority controlled by the Church Assembly. The capital sum required is estimated to be £1,000,000. The Ecclesiastical Commissioners might possibly deal with this matter by an extension of their present scheme.

Expenditure of the Board.

Training for the Ministry.

The money spent on training is allocated on the recommendation of the Central Advisory Council of Training for the Ministry. The money spent in 1919–1920 was entirely for ex-service candidates; in 1921 some civilian candidates were included. The expenditure from 1922 onwards will rapidly decrease till it vanishes in 1927. Of the money spent twenty to thirty thousand a year has been on the Knutsford Test School, the rest on grants to students (from £250 down to £25 p.a.) at Universities. At present rather more than 50 per cent. of the clergy are trained at Oxford, Cambridge or Durham Universities. There is some dispute as to the value of Theological Colleges which are not in close association with Universities. There is a shortage of 4,000 in the ministry now, and only about 350 are being ordained annually as against 700 required.

Religious Education.

This money is spent in grants to some 35 Training Colleges for teachers. The National Society and Board of Education also help with grants. The Board of Education are now anxious that these Colleges should be continued.

Maintenance of the Clergy.

£160,000 of the money collected has been spent on this object. Owing to the manner in which the clergy put forward the appeal on Rogation Sunday 1919 practically the whole of the sums then collected were devoted to this object, £120,000 in 1919, and in 1920 a very large proportion amounting to £30,000. The money was distributed through the Diocesan Boards of Finance. After 1920 most Dioceses started schemes of their own. This form of expenditure has now ceased.

Establishment Expenses.

There is a good deal of misunderstanding as to what these cover. They include expenses of four Houses of Convocation, the Church Assembly and all its committees, Church of England Year Book and Statistical Department, and other such expenditure authorised by the Assembly, as well as that of the Board itself.

Organisation of Appeal.

£40,000 was spent on this in 1918–1919, £25,000 of it upon advertising which seemed not to be remunerative. In 1920 £7,000 was spent chiefly on the Rogation Sunday Appeal. This sum is now rapidly diminishing as the Dioceses take over the collection of funds.

Division of Work between Central and Diocesan Boards.

The general line of division has been settled, but the policy in some matters, *e. g.* as to the training of clergy and lay-workers, has not yet been settled. One of the functions of the Central Board is equalisation as between Dioceses, thus assisting those that are not so well off.

New Dioceses.

There should be some contribution of funds for new Sees from central sources, but it should only be a portion of the total required.

Central Loan Fund.

It is very desirable to have a central loan fund from which advances can be made on loan for any special branch of Church work to meet emergencies.

TWENTY-FIRST WITNESS. The Rev. Canon G. H. P. GLOSSOP, Treasurer and Hon Secretary of the St. Albans Diocesan Board of Finance.

4th April, 1922.

1. Précis of evidence as supplied by witness.

The return furnished by the St. Albans Board of Finance dealt with the period up to Dec. 31st, 1920; since then we have had another year's working.

Three years ago, in consequence of the poverty of many of the clergy, an appeal was made by leading laymen of the Diocese to their fellows to raise a fund for two years for clergy and lay workers' maintenance, independently of parochial quotas. This appeal was so far successful as to meet cases of real poverty, but not to raise all incomes to any fixed level. About £6,000 was distributed in each year. In 1921 another plan was tried, and with the approval of the Bishop a week was set apart in Advent for Prayer and Self-Denial with offerings for this object. 238 parishes out of 310 in the Diocese observed this week, and £6,000 was distributed as before. The money was again raised independently of the parochial quota, but by small contributions of the many instead of large contributions from the few. It seems to be the general opinion that no scheme which the Board has so far attempted has met with such cordial approval from people in all ranks of life. It is somewhat confidently expected that a larger sum will be raised in the present year by the same means. If more money was available it might be possible to establish a modest minimum scale without being obliged to take into consideration the private means of incumbents.

An additional official, a Sunday School organiser (Miss Longman), has been appointed at a salary of £200 a year and expenses.

The Board, having come to the conclusion that the official income of the Bishop (£2,500) is not sufficient in these days, has decided to make him a fixed allowance of £700 a year towards the cost of keeping a motor-car, the salary of a secretary, and other necessary official expenses. It has also decided to increase the allowance made to the Assistant Bishop, and to contribute a sum not exceeding £20 a year towards the out-of-pocket expenses of each rural dean.

The response from parishes to the appeal for increased contributions was on the whole distinctly encouraging.

G. H. P. GLOSSOP.

2. List of documents put in by witness.

(i) Annual Report for 1921 of the St. Albans Diocesan Board of Finance. [W. Cartmel and Sons, St. Albans.]

3. Summary of oral evidence of witness.

Constitution of the Board.

The Board is incorporated and 35 members are elected annually by voting papers issued to the members of the Diocesan Conference, at least half of whom must be laymen; these with 7 co-opted members and the Bishop form the Board.

Societies.

The Queen Victoria Clergy Fund makes no separate appeal, but a contribution is sent to headquarters by the Board and a grant is returned.

Trusts.

The Board holds various trusts appropriated to specific purposes. There is also a separate and independent body, the St. Albans and Chelmsford Church Trust. There is also Lord Mountstephen's Fund, which is administered by the Bishop alone.

Income.

This mostly comes from quotas from the parishes. £25,000 is being asked for this year. As a rule with hard work two-thirds of that asked for can be raised, if it is shown that it is needed. Hitherto earmarking of money has not been encouraged, but now that the demand is for a much larger amount it is encouraged.

Central Fund Contributions.

The Board has sent up its full contribution to the Central Board.

Dilapidations.

There is no scheme for dealing with dilapidations; help is given sometimes in very bad cases. The problem is too difficult and vast for the Board to deal with; the great difficulty being the initial work of putting the buildings in repair. It is desirable that something should be done to relieve incumbents from repairing unnecessary buildings. The Measure is popular, but the Diocese might take over the buildings provided some responsibility was left to the incumbent to make him careful. There is in each rural deanery an advisory committee which gives advice as to dilapidations and glebe management.

Augmentation and Sustentation.

An attempt is made to meet benefactions from parishes with a like sum and then to get the Ecclesiastical Commissioners to meet the whole with a like sum. There is a special sustentation fund amounting to about £6,000 a year collected from house to house during Self-Denial Week. Such a collection gives a more or less permanent income. The fund is distributed by the treasurer of the Board and the two Archdeacons.

Maintenance.

This money is mostly spent on curates and lay workers; many of the latter were shamefully underpaid.

Church Extension.

This item includes upkeep and improvement of buildings and parsonage houses as to which the Ruridecanal Committees advise.

Union of Benefices.

There have been a few unions but no general scheme. The patrons make great difficulties as a rule. There are parishes with as small a population as 36 and 45.

Number of Benefices.

Of the 308 benefices 197 are under £400. It would require £6,045 p.a. to raise all to £300, and £19,914 to raise all to £400. The average income for the whole Diocese is £456. There is still great poverty amongst some of the incumbents.

Pensions.

There is no definite scheme, but the clergy are assisted to take advantage of the existing agencies, and are encouraged to insure with the Clergy Pensions Institution. A similar policy is pursued as to Widows and Orphans.

Parsonage Houses.

As a rule the Bishop refers questions of the sale of these to the Board to get advice.

Glebe.

The policy of the Board has been to advise a sale whenever the market made it profitable. The glebe is generally under-rented and badly farmed. It would not be a good thing for the Diocese to take over its management, but the Ruridecanal Advisory Committees should help the incumbents with the management.

Staff.

There is a full-time salaried Assistant Secretary, a School Inspector and Missioner. The staff are fully occupied.

Bishop's House and Income.

The Bishop's house is too large and inconvenient. His stipend of £2,500 is quite inadequate. The Board makes him a grant of £700 p.a. for his secretary and car.

TWENTY-SECOND WITNESS. Mr. G. E. WOLSTENHOLME, Hon. Secretary and Treasurer of the Sheffield Diocesan Board of Finance.

4th April, 1922.

1. List of documents put in by witness.

(i) Diocese of Sheffield. Appeal to the Laity.
(ii) St. Church, Sheffield. Voluntary Offering Scheme. Budget for 1922.
(iii) Diocese of Sheffield. Reports of Committees and Summary of Accounts. For the year ending 31st December, 1921.

2. Summary of oral evidence of witness.

Constitution of the Board.

The Board is not yet incorporated, but it is proposed to incorporate it. The Board consists of 20 laymen and 6 clergymen, elected by the Ruridecanal Conferences, the Bishop, the Archdeacons and rural deans and up to one-eighth of the elected number appointed by the Bishop. An organisation committee acts as a standing and finance committee.

Trusts.

The Diocesan Trust is a separate body but is to be amalgamated. The Board administers the funds of the Trust.

Income.

There is very little earmarking of income; it is raised by a single assessment on the parishes. In 1915 £2,000 was asked for, this year £25,000 has been asked for. In 1921, in spite of serious strikes, etc., over £13,000 was raised.

Central Fund Contributions.

In 1921 50 per cent. of the sum asked for was contributed.

Assessment of Quota.

The deaneries and parishes assess themselves on the basis of what it was found they could give during the years 1915–1920.

Dilapidations.

There is a committee sitting to consider the question of taking up this matter seriously, as it is such a great handicap to the mobility of the clergy. Many Parochial Church Councils are taking over the whole or part of the liability for dilapidations.

Pensions.

There is no scheme, but contributions are made to the Clergy Pensions Institution.

Staff.

A paid organising secretary is employed by the Board.

Bishop's Income.

This is £2,500 and is inadequate by £1,000.

Church Burgesses Trust.

This is an entirely independent Trust of about £10,000 a year administered to churchmen's satisfaction by the Church Burgesses, a close corporation of prominent churchmen.

Educational and Propaganda Work.

It is essential to spend some money on propaganda (£50–£60 on printing), but personal propaganda is even more essential and effective. The following typical example is given. In the parish of A the income was about £12 a week. A large Parochial Church Council was formed, embracing in some capacity almost all the keen churchmen. A budget was framed showing a need for £42 a week. A survey was made of every churchman in the parish and they were canvassed to give their share. The " New Way in Church Finance " was adopted, and the income immediately rose to an average last quarter of £38 a week. In spite of £28 a week being raised by the envelope system the collections have only fallen off £2 a week. This parish has been used as an example and there is a spirit of emulation throughout the Diocese. People need to be taught " What the Church does and what the Church needs."

Patronage.

In one important parish where the patronage is in the Archdeacon the Parochial Church Council is always consulted through four of its leading members.

TWENTY-THIRD AND TWENTY-FOURTH WITNESSES. The Rev. C. E. CURZON (Secretary) and Mr. J. A. LONGLEY (Member) of the Council of the London Diocesan Fund.

3rd May, 1922.

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1. Précis of evidence as supplied by witnesses.

Constitutional.

1913. Diocesan Board of Finance, *i. e.* first amalgamation of diocesan organisations, but excluding Bishop of London's Fund.

1918. London Diocesan Fund, *i. e.* second amalgamation including B.L.F.

Liaison with general Societies, *i. e.* Church Pastoral Aid Society, Scripture Readers Association, and Additional Curates Society.

Other bodies (1) Standing Committee of Diocesan Conference.
(2) Diocesan Representatives on Church Assembly.

London is London, *i. e.* conditions essentially different *qua* metropolis—also happens, owing to non-division, to be much the largest Diocese. This is reflected in figures in Church Year Book, 1922, pp. 144–5. Amount budgeted for (1920) :—

London, £134,000;
next Diocese, £30,000.

Amount spent in maintenance of ministry :—

London, £47,000;
next Diocese, £20,000.

This suggests excessive grants—whole-time Living Agents Secretary, for work that should normally be not diocesan but parochial—grants block the way—£30,000 first voted for them—must be paid first like preference shareholders—A and B divisions of Budget—money comes in late—therefore none for " centre " early in year.

This due to history of London Diocesan Finance—when new system brought into operation could not start *de novo*—field already occupied, in particular by Bishop of London's Fund and East London Church Fund—B.L.F., founded in 1863 by Archbishop Tait, had received up to December 1918 £1,623,000, had supported many clergy and built 250 churches.

E.L.C.F., founded in 1880 by Bishop Walsham How, supported in 1919 300 Living Agents.

These were Funds—difference between a " Fund " and a Diocesan Board of Finance corresponds to difference between Office List and Quota. London started with Office List idea—has since 1913 been trying to introduce Quota idea in addition—has been in danger of only substituting Quota for Office List—that is crux of present difficulty—growth of Quota idea slow, but is now catching on—50 per cent. increase in five years. But Office List essential also at present—difficulty of distinguishing between Office List and Quota—formerly many appeals for different objects, now many for same objects which is even more confusing—Diocesan Relationship Committee—West End much more difficult problem than East End—5 East End deaneries in 1921 raised 111 per cent. of their quotas, 5 West End only 58 per cent.—Office List contributions credited to respective deaneries.

Super-Quota suggestion :—
Methods of raising money—free-will offering systems

(*a*) Duplex, (*b*) Church Fund—

Hackney—Fulham—West Kensington—(Brixton), but these are not " West End " parishes.

What is required is (1) for more people to give, (2) for people to give more.
Real remedy is systematic teaching of systematic giving—Irvingites.

2. List of documents put in by witnesses.

(i) Third Annual Report of the Council of the London Diocesan Fund. (Draft Copy.)
(ii) London Diocesan Fund. Leaflet A.
(iii) London Diocesan Fund. Diocesan Budget for 1922 as approved by the Diocesan Conference in November 1921. Leaflet G.
(iv) London Diocesan Fund. One-Tenth. Leaflet H.

3. Summary of oral evidence of witnesses.

Constitution of the Council.

The Council consists of 66 elected members, 20 nominated by the Bishop, 8 ex-officio and 10 co-opted. There is a standing committee of the Diocesan Conference as well as the Council; this arrangement might lead to friction but amalgamation might be resented as an attempt to absorb all the work in finance. In 1913 the East London Church Fund was amalgamated with the Council, and in 1918 the Bishop of London's Fund was absorbed, so that there is now only one authority. The staff consists of one Secretary, one Assistant Secretary, an Accountant and six clerks, at a cost of £2,932 p.a.

Societies.

There are several societies and funds which are unconnected with the Council which assist in Church work (*e. g.* City Parochial Charities). It is a condition of co-operation with other societies that they shall make no separate appeal. The London Diocesan Home Mission Council have a capital fund of £100,000 and deal with mission work in new areas with a view to forming parishes. They are quite independent, though they get a grant.

Income.

The income was originally entirely from direct contributions. A quota is now apportioned on the parishes, accounting for about half the income. Last year £37,000 was raised by quota out of £48,000 asked for. The quota is increasing. In the last five years the number of contributing parishes has increased 50 per cent.; only one or two parishes definitely refuse to contribute on religious grounds. As the quota increases direct contributions fall off as the contributors are persuaded locally to add their contribution to the quota. Direct contributions are necessary because (*a*) large individual gifts cannot go through the quota, (*b*) it is wrong for one person to pay substantially the whole quota. The quota should be regarded as a corporate responsibility, and not made up of individual subscriptions given for the special purpose. The East End of the Diocese gives much better in quotas, but more direct contributions come from the West. The West End is the more difficult to deal with, especially as so many people there give largely in the country. There is now only one appeal for the Diocesan and Central Funds. Subscriptions sent direct from the parishes to approved societies are credited to the parishes as part of their quota.

Central Fund Contributions.

No contribution was made by the Council last year. The whole levy has been included in Section B of the budget for this year. The claims on the funds raised are satisfied in the following order. (*a*) Salaries of staff, etc., including £1,500 for Central Fund, (*b*) grantees of the two funds absorbed (*i. e.* East London Church and Bishop of London's Funds), (*c*) other expenditure, including the rest of the Central Fund Levy. (*c*) does not get anything until (*a*) and (*b*) have been fully satisfied. The Rogation Day appeals are for the Diocesan Fund; many incumbents object to giving these collections to the Central Fund.

Assessment of Quota.

This is made on the basis of Easter communicants upon the deaneries. An average of 1*d.* per week is aimed at, the amount varying from 2*d.* in Westminster to ½*d.* in Bethnal Green. The parishes are apportioned by various methods in the different deaneries. There is no trouble as to this.

Dilapidations.

There is no scheme for dilapidations, the Council is waiting for the Church Assembly's plan.

Maintenance.

Last year £34,000 was spent on curates' and lay workers' salaries and £17,000 on raising all livings up to £400 p.a. with free house and rates. Many Parochial Church Councils paid the whole sum themselves, all those to whom grants were made gave some help and at least gave their full quota. The sum allocated for assistant ministry has been reduced by £4,000 this year. Sums up to £400 are given to some parishes. The amount given is not likely to diminish very much. Grants are only given after all other grants from other sources (including the curate grants from the Ecclesiastical Commission) have been taken into account. The diocesan grant to incumbents is not taken into account by the Ecclesiastical Commission. There is a general feeling that the policy of permanent endowment should not be continued.

Church Extension.

Only £7,113 was spent on this last year, chiefly on mission halls. Church building is seriously in arrear. The Council is responsible for acquiring new sites in building areas; something is being done, but greater watchfulness is necessary.

Union of Benefices.

A special committee is dealing with this subject in the metropolis.

Pensions.

There is no scheme, but £3 per head of insuring clergy is contributed to the Augmentation Fund of the Clergy Pensions Institution. This does not affect the premium, but makes the eventual grant bigger. In addition there exist certain obligations taken over from the East London Church Fund.

Educational and Propaganda Work.

Everything depends upon the systematic teaching of systematic giving. The Free Will Offering schemes are encouraged and assisted by the Council, either the single or double envelope system, and they have been very successful.

Widows and Orphans.

A contribution is given to the society, who also collect privately.

Ordination Candidates Council.

A grant is given of £1,200; the Ordination Council also collects privately.

Suffragan Bishops.

The Bishop of Stepney holds a city living. This is not a permanent solution of the difficulty as to stipend. It would be a great advantage to charge Suffragans' stipends on the central funds.

Bishop's Appeals in other Dioceses.

There has only been one objection taken to these. They are spasmodic and not continual.

Division of Diocese.

It would make the financial difficulties greater if the Diocese were divided. There would then be no equalisation between the richer and poorer parts.

Centralisation of Funds in Diocese.

There is some voluntary adjustment between the richer and poorer benefices. A pooling of incomes would be most difficult. The income of many benefices is made up from subscriptions and contributions which could not be pooled.

Special considerations.

The Diocese of London is peculiar owing to its size and the fact that it includes the metropolis. Its budget is for £134,000, the next biggest being £30,000.

TWENTY-FIFTH WITNESS. Colonel W. H. AMES, Treasurer of the Oxford Diocesan Board of Finance.

3rd May, 1922.

1. List of documents put in by witness.

(i) Oxford Diocesan Board. Ninth Report presented to the Diocesan Conference on Wednesday, March 8th, 1922, of Proceedings in 1921. [A. T. Broome, at The Cherwell Press, 18 St. Clement's St.]
(ii) Report of the Diocesan Board on the Adequate Maintenance of the Clergy.

2. Summary of oral evidence of witness.

Constitution of the Board.

The Board consists of 64 elected members, 6 nominated and 12 co-opted. It is incorporated and holds its own Trust funds. The staff consists of an Honorary Secretary, Honorary Treasurer, and a paid Assistant Secretary and Treasurer and one typist.

Income.

In 1921 £7,600 was raised by quota out of £9,400 asked for. Direct subscriptions are tending to decrease. All the different classes of parishes subscribe about the same proportion of the quota.

Central Fund Contributions.

In 1921 66 per cent. of the sum asked for was given by the Diocese. There is a certain dislike of the Central Fund by some people, who regard it as unnecessary, but five-sixths of the parishes contribute something towards it.

Assessment of Quota.

The quota is divided into two parts, Diocesan and Central. It is sent in in all sorts of ways. If it is sent in as one sum without allocation it is allocated between the two funds.

Dilapidations.

There is no general scheme. Incumbents are encouraged to take out quinquennial certificates, and if they agree to make some provision for the ensuing period the Surveyor's and Registrar's fees are paid for them. This costs £300 p.a. and may eventually cost £600 p.a. The Board could administer a central scheme. A good many incumbents have come into the Bounty scheme; if the limit for this was raised to £250 another 100 benefices would be included.

Augmentation.

There is a continuous scheme to raise all livings to £250 as a first step. This will require £5,000 p.a. for ten years. £1,000 p.a. is also being raised for annual grants. It would cost over a million pounds to endow all livings up to £400 p.a. Even with help from the Ecclesiastical Commissioners it will take an indefinite number of years to reach a standard of £400 p.a. The diversion of the Ecclesiastical Commissioners' funds would seriously hinder augmentation, but other advantages might balance this disadvantage. A few parishes make up the stipends of their incumbents. The scheme of capital endowments is preferred to that of making up the incomes annually. In 1921 £1,800 was distributed from the Queen Victoria Clergy Fund, £2,220 was granted for curates and £2,425 for augmentation.

Union of Benefices.

A good deal has been done in this direction. There is considerable local opposition. The Diocesan Conference passed a resolution that union should be applied more widely. The difficulty is that many parishes, though small in numbers, are large in area.

Pensions.

There is no scheme, the Board is waiting for a central scheme. A grant is made of about £500 annually to the Clergy Pensions Institution.

Basis of Expenditure.

The allocation of monies to be expended is based on the money collected in the previous year. No allocation is made except from monies actually in hand.

Division of Diocese.

The Diocese is not too large as a unit for financial management.

TWENTY-SIXTH WITNESS. Mr. K. C. BAYLEY, Hon. Treasurer of the Durham Diocesan Board of Finance.

3rd May, 1922.

1. Proof of evidence as supplied by witness.

The Diocese of Durham contains about 1½ million inhabitants. It is largely industrial, with the result that many well-to-do people whose income arises in the Diocese live outside it, whilst the increasing tendency of businesses to become public limited companies makes it more difficult to obtain money for Church purposes. The large revenues drawn by the Ecclesiastical Commissioners from within the Diocese have also a somewhat prejudicial effect on raising money.

The re-organisation of the Diocesan Conference took place at the end of 1916, and the first Budget was introduced in February, 1917. The figures for the successive years have been as follows :—

		£
1st Budget, 24th February	1917	4,930
	1918	5,462
	1919	5,468
	1920	6,400
	1921	6,429
	1922	8,638

This amount has been partly raised by quotas and partly by subscriptions; quotas have been as follows :—

	Expected	Received
1917	£2,931	£2,880
1918	£3,462	£3,383
1919	£3,462	£3,468
1920	£4,850	£4,762
1921	£5,150	£4,966
1922	£6,180	—

Subscriptions have diminished somewhat seriously since 1917. This is due partly to a diminution in the amounts of actual subscriptions; but mainly to subscriptions being applied towards the payment of parochial quotas. The parishes have paid up their quotas well, there being very few defaulters.

Since the return (C.P.F.C. 10) was made a paid lay Secretary has been appointed, and it is hoped that he will largely increase the amount received by subscriptions.

A copy of the print of the Budget for the present year is annexed.

Durham Diocesan Board of Finance.

The amount of £8,638 required for 1922 is made up as follows :—

		£
1.	*Grants for Curates and Lay Agents*	3,000
	For the Training Fund to assist men willing to train for the Ministry ..	100
2.	*Grants towards the Building of Churches, etc.*	500
3.	*Grants to Church Day Schools, Training Colleges, etc.*	1,000
4.	*Pensions to Widows and Orphans of Clergy, and to Clergy and Layworkers unable to continue their work*	700
5.	*For the relief of the Clergy—Payment of expenses in connection with the surveying of Parsonage Houses*	200

		£
6.	*Grants to Diocesan Organisations.*	
	(*a*) Church Defence Society. No grant applied for this year	nil
	(*b*) Church of England Temperance Society	150
	(*c*) Board of Missions	100
	(*d*) Lay Helpers' Association	45
	(*e*) Preventive and Rescue Work	500
7.	*Grants to Institutions which help Durham People.*	
	(*a*) Northumberland and Durham Mission to Deaf and Dumb	50
	(*b*) South Durham and Cleveland Deaf and Dumb Society	10
	(*c*) The Wellesley Training Ship for Boys	25
	(*d*) Hartlepools and District Mission to Deaf and Dumb	10
8.	*Cost of Printing Diocesan Gazette and Appendix.*	
	The Gazette is issued from time to time to the Clergy and Churchwardens with Diocesan Information and with Letters from the Bishop	120
	The Appendix is the Annual Statement of Accounts.	
9.	*The Share to be paid by the Diocese to the Central Board of Finance*	1,000
10.	*Diocesan Calendar* (Grant in aid)	35
11.	*Electoral Roll—Free Literature to all Parishes*	nil
12.	*Expenses of Representatives attending Church Assembly*	125
13.	*Administrative Expenses.*	
	Including Salaries, General Printing, Stationery, Postages, Office Rent, Rates, Fuel, etc.	770
14.	*Conference Expenses and Sundries*	59
		£8,509
	Nett Deficit	129
	Amount required for 1922	£8,638

Estimate for raising this sum :—

By Quotas, £6,180. By Subscriptions, £2,458.

2. Summary of oral evidence of witness.

Constitution of the Board.

The Board consists of 34 members elected by the Ruridecanal Conferences, 5 elected by the Diocesan Conference, 10 ex-officio and 4 co-opted. It acts as a committee of the Conference, which body sanctions its annual budget.

Committees.

The committees or boards dealing with various subjects, *e. g.* education, church building, are elected direct by the Ruridecanal Conferences. The members are not necessarily members of the Diocesan Conference. This system works very well.

Societies.

Certain bodies, *e. g.* Rescue Society, still make separate appeals in the Diocese. It is the intention of the Board to try to get this discontinued. Lord Crewe's Fund for helping necessitous clergy distributes about £5,000 a year (eleven-nineteenths in the Diocese of Durham). It is better for this to be under separate control, as it entails confidential enquiries which ought not to come before a large Board.

Income.

In 1921 £4,966 was raised by quota, out of £5,150 asked for. This year the demand is £6,180, including £1,000 for the Central Board. Direct subscriptions are falling off steadily.

Central Fund Contributions.

Hitherto £151 a year has been subscribed. This year £1,000 is being raised by quota. There is very great opposition to the Central Fund, for the following reasons: (1) a fear that the money collected will be spent in the south of England; (2) Ecclesiastical Commissioners draw very large mining royalties from Durham, and it is thought Durham has some claim on these; (3) over-centralisation is feared. The only way of dispelling these inaccurate ideas is by education. This is being attempted. It is not publicly known that the Ecclesiastical Commissioners recognise largely local claims from Durham. It is being continually said in the parishes that the Ecclesiastical Commissioners draw huge sums and do not help.

Assessment of Quota.

The assessment on rural deaneries is on the basis of church collections; various methods are adopted in the different deaneries when dealing with the parishes.

Dilapidations.

The Board is budgeting to pay all Surveyors' fees in respect of benefices under £400 p.a., at a cost of £200 for 1922.

The draft Measure has been generally approved after discussion in the Diocese, though it would be preferred if more of the control could be in diocesan hands. If this were so it would be easier to get the parishes to help. Very few are helping at present.

Augmentation.

There is a fund of £10,000 in hand, from which grants are made to meet amounts raised in the parishes. No appeal is being made for this fund at the moment, as there are more urgent matters. Augmentation is very necessary in the big mining parishes, where there may be 18,000 inhabitants and the stipend only £350. Particularly as amongst the intelligent miners it is essential to have very picked men as clergy. It is better to have a shortage of clergy than plenty of the wrong sort.

Union of Benefices.

There are practically no cases in which this would be desirable.

Pensions.

Owing to the special funds and institutions in the Diocese there are ample funds for this purpose.

Church Building.

A sum of £11,000 is in hand for this purpose, waiting until building prices fall.

Centralisation of Management.

Any centralisation that takes place should be based on the Diocese as the unit, rather than on the whole Church.

Peculiar difficulties as to Finance.

In Durham Diocese many of the mine-owners are limited companies or non-residents, who do not contribute. The miners, who earn large wages and are a thrifty though generous class, are largely dissenters.

TWENTY-SEVENTH WITNESS. The BISHOP of NORWICH (The Rt. Rev. Bertram Pollock).

10*th May*, 1922.

1. List of documents put in by witness.

(i) The Increase of the Episcopate. Caution recommended in the Subdivision of Dioceses. A speech delivered and recast by Bertram Pollock, C.V.O., D.D., Bishop of Norwich. Reprinted. [John Murray, Albemarle St., W. 1914.]

2. Summary of oral evidence of witness.

Size of Diocese.

There are 758 parishes, with 516 incumbents; the average income of the benefices is £321 p.a. There are 60 under £200, 87 under £300, 93 under £400, 71 under £500 and 205 over £500. It was right to make a division, but no further division is desirable. The ideal Diocese would be the county of Norfolk. There is not a strong diocesan feeling, and it would not be increased by further division. The county feeling is very strong. There are a large number of dissenters in the Diocese. This is partly due to the slackness of the clergy in the middle of the last century and the appalling amount of non-residence there was then.

Union of Benefices.

Many benefices have been united and more are being united. There is almost always local opposition. The conduct of the proceedings by the Commission has been admirable. The Act, though needing some amendment, on the whole works very well. There are far too many churches for the purposes of worship in the Diocese, most of them very beautiful. Where unions take place services are held in both churches as a rule. Grouping of benefices would be good in a few special districts, but would not be largely applicable.

Bishop's Income.

The income of £4,200 is not now adequate. Last year the expenses were £800 more than the income. A deduction of £1,000 is allowed as expenses for income tax purposes.

Apportionment of Income.

This does not seem practicable. Any attempt by the Bishop to try to divide his life into halves, official and domestic, would be unsatisfactory. The grace of hospitality and giving would go if these were made "official." It is, however, important to clear away misapprehensions as to the wealth of Bishops. A rough and ready system of apportionment would be a good thing, especially from the point of view of income tax. It would be very satisfactory to have a separate fund for upkeep of the residence, payment of rates, etc., which amounts to £872 p.a.

Bishop's Residence.

This is admirable, except that it is too expensive to keep up. It is large and historically very interesting, as well as being very conveniently situated. Parts of it have had to be let off to try to meet the expenses.

Travelling Expenses.

Total cost of Bishop's car, including chauffeur, is £252 p.a.; but Norwich is a very convenient railway centre. But for the Railway Co. giving a season ticket the total cost of travelling would be £350 p.a.

Canonries.

The Chapter consists of the Bishop, the Suffragan Bishop, the Dean and four Canons. One of the canonries is annexed to the mastership of St. Catherine's College, Cambridge. The Master keeps his period of residence, and his being Canon means that there is at least one distinguished scholar a Canon. The Suffragan Bishop also holds a canonry and one archdeaconry. The staff is sufficient for the Cathedral work.

Archdeacons.

There are three Archdeacons, one is a Canon and two are rectors. There is some advantage in their having parishes, but it would be better if they were paid independently.

Rural Deans.

There are thirty-two rural deans. They are chosen by the Bishop from three names put forward by the clergy. They are not remunerated, but it would be a good thing if they could be paid (say) £25 p.a. to meet their expenses. It is a good idea to get the parishes in the deanery to subscribe for their expenses.

Diocesan Board of Finance.

This works satisfactorily, and will no doubt continue to improve. A whole-time Secretary is needed.

Bishop's Staff.

A part-time chaplain and lady secretary are employed. It is most valuable for the Bishop to dictate all his own letters, so that true personal touch may be kept with the incumbents.

Suffragan Bishops.

The Suffragan Bishop is paid by the income of a canonry. This is not a permanent or a good arrangement. It would be better for him to be independent. A Suffragan being also an Archdeacon has its advantages and disadvantages. The fact of having a Suffragan gives the Diocesan Bishop more time to attend to central Church matters.

Augmentation.

This is chiefly being done by unions and holding in plurality. There is very little local help from the parishes. The Queen Victoria Clergy Fund gives some help and the Ecclesiastical Commissioners give help.

Dilapidations.

There seems to be an insuperable difficulty to any scheme in the initial impossibility of putting the residences into a state of repair.

Pooling of Incomes.

There is no strong sentimental objection to this. Practically it would be extremely difficult, owing to the infinitely varying size and expense of the different houses of residence, etc.

Houses of Residence.

On the whole these are too large throughout the Diocese. Union of benefices assists to some extent in this matter, as it enables the more suitable house of the two to be retained.

Patronage.

There are 81 benefices in the Bishop's gift. This is a satisfactory arrangement. Owing to the large amount of private patronage there are plenty of clergy brought in from other Dioceses. The Bishop's livings are practically always given to clergy in the Diocese. The private patronage is on the whole exercised with great care and success, especially that of the Colleges. There are patrons who consult the Bishop first. The Bishop does not as a rule write to the patrons before presentation, only in exceptional cases. There are many livings held by patronage Trusts—especially Low Church. One benefit of this system is the continuity of character of worship. Undoubtedly the worst form of patronage is election by parishioners.

Clergy Discipline.

The ordinary proceeding in cases of moral offences is for a report to be received from the rural dean or Archdeacon, the Bishop then interviews the accused, and if the charge seems to be substantiated, he judges whether the clergyman may be allowed to resign in disgrace or shall be deprived. No case so far has had to be heard in Court.

Ritual cases are dealt with by correspondence and interviews. If the clergyman continues to offend in spite of this, prosecution is not resorted to by the Bishop, though he does not stand in the way of others prosecuting.

Church Assembly.

The setting up of this body has meant an increase of work, especially for the rural deans.

Visitation of Parishes by Bishop.

No formal list is kept of visits to the parishes, and the efficiency of the Bishop's work is not based on the frequency of his visits. There are other ways—especially by personal letters—of keeping in touch with the parishes. It is the benefices which are visited rather than the parishes owing to unions. Some may be visited often, others infrequently; it depends on the special circumstances. Visits are paid where there is a need for them. The Bishop is personally acquainted with nearly all the incumbents, and they turn to him as a friend. He would not know them any more intimately if there were half the number. He has the knowledge of them that a Bishop should have. Visits to parishes will be equally effective whether made every three or every six years. Two confirmations are held in each rural deanery every year.

Division of Sees.

It is a mistake to be guided too much in this matter by the present phase of opinion. Undoubtedly there are cases where division may be necessary, but the following considerations should be borne in mind in judging of the necessity. (*a*) There should be as few new Bishops as possible, because (i) they are not only diocesan Bishops, but Bishops of the Church of England; (ii) if there are too many their influence on the life of the Church will be decreased; (iii) the compactness of fellowship amongst the Bishops would be lost if they were too large a body. (*b*) It is immaterial whether the Bishop visits the parishes once in three or once in six years; if he is to visit at frequent intervals the Dioceses would have to be divided by ten. (*c*) If a Diocese is too small there is a tendency to refer everything to the Bishop. This is undesirable and magnifies the importance of small matters. (*d*) The number of parishes in a Diocese is not by any means the sole criterion. The population and homogeneity are also very important matters. A Diocese would be too big which contained several large towns with large parishes. A Bishop is not necessarily overworked in a large Diocese; much depends on how much he deputes.

TWENTY-EIGHTH WITNESS. The BISHOP of CARLISLE (The Rt. Rev. H. H. Williams).

17th May, 1922.

1. Précis of evidence as supplied by witness.

I have carefully considered the question as to whether Rose Castle should be retained as the official residence of the Bishops of Carlisle. I have also consulted lay and clerical opinion on the subject within the Diocese. The question was raised at a Diocesan Conference in 1920. Bishops Goodwin, Bardsley and Diggle all declared publicly (so I have been assured) that no succeeding Bishop would be able to live in Rose Castle. It is more than 3 miles from a railway station and telegraph, 7 miles from Carlisle, with no telephone. The house contains about 30 rooms with 7 staircases, and stands in grounds of over 12 acres in extent.

In spite of these drawbacks I am of opinion that it is the most suitable residence for the Bishops of Carlisle.

(1) I attach much importance to its historical value. It has been the home of the Bishops since the 12th century and the chapel has been in continuous use for many hundreds of years. The Castle itself and its gardens are of great beauty, and by Cumberland and Westmorland people, who more than most English folk venerate the past, it is held in great affection.

Not much difficulty would be found in raising a fund for its preservation, though I should regard such a step as highly inexpedient at the present time.

(2) Its comparative isolation I believe to be an advantage. In a rural Diocese the Bishop is obliged to be much away. It is important when he is at home that he should be comparatively free from interruption. I have interviews with the clergy and others at the Diocesan Registry in Carlisle. Diocesan meetings are usually held in Carlisle, Kendal, Penrith or Barrow. Rose Castle is admirably situated for retreats, quiet days and ordinations. The great development of motor transport in recent years has made it easily possible for large parties (G.F.S., Mothers' Union, C.E.M.S.) to come to Rose Castle from nearly all parts of the Diocese, and such visits are very frequent. A chapel for such purposes is indispensable.

(3) The geographical situation of Rose. The centre of the Diocese is in the Helvellyn area—Penrith would be perhaps the most central town. But the train service from Carlisle is much superior. Time gained in motor journeys by residence near Penrith would be lost on the railways and in frequent necessary journeys to Carlisle, to the Registry and the Cathedral. It is in my opinion clearly necessary that the Bishop should live near Carlisle for railway reasons alone. Moreover, while the country round Carlisle possesses a comparatively mild climate and is rarely snow-bound, it is not uncommon for the Penrith area to be unapproachable by road during the winter months. The time occupied in a journey by car from Rose Castle to Carlisle is twenty minutes.

When large numbers of clergy are invited to Rose for conferences, etc., a char-à-banc is provided at Carlisle station. I do not think that the difference between the railway fares from all parts of the Diocese to Penrith and to Carlisle is sufficiently important to justify a change in the Bishop's residence.

(4) On grounds of economy alone I believe that for the present it is wiser for the Bishop to remain at Rose Castle. No suitable house has been suggested elsewhere. The cost of adapting any house which might be offered would be very great. Though various suggestions have been made for a possible use to which Rose Castle might be put if the Bishop ceased to live there, none has been such as the Diocese might approve or support, and all involve a great initial outlay of money needed at the present time for other purposes.

Perhaps I may be permitted to add some suggestions as to the most suitable way in which financial help might be given to Bishops who continue to live in Rose Castle.

(1) If a Bishop could be relieved of the responsibility of maintaining the fabric he would be no longer menaced by the possibility of a sudden call upon him for a very large sum of money for structural repairs. The present buildings are so far as I know in good

repair, and the annual cost for dilapidations has not for some years been great. But in the case of an ancient building a sudden necessity for a considerable outlay may at any moment arise.

(2) The present system by which Bishops pay to their predecessors a very large sum for fixtures (mostly obsolete fireplaces, etc.) is indefensible. It encourages the perpetuation of worthless survivals and is a severe handicap upon an incoming tenant. I have myself been quite incapable of providing money greatly needed for internal decorations in consequence of this necessity.

The Adequacy of the Present Income for Purposes of the See.

By the help of a small private income I am at present able to live in Rose Castle and to perform most of my official duties. I am, however, quite clear in my own mind as to the impossibility of a Bishop with a family educating his children if he were not possessed of very considerable private means.

I am only able to live within my means at present owing to certain economies, economies which may not always be possible.

(*a*) I have the services of a neighbouring incumbent as chaplain, who comes for secretarial work for about an hour or two hours daily. His stipend is £50 a year.

Much other unpaid secretarial work is done for me by one of the Canons of Carlisle Cathedral (Canon Matheson), whom I appointed partly for this purpose. I believe that if I could afford a resident chaplain my correspondence would not be so frequently in arrears.

(*b*) Rose Castle is staffed by lady-servants, mostly widows or daughters of clergy. They are accustomed to economy and do not demand high wages.

(*c*) It is not possible at the present time to offer lavish or frequent hospitality to the clergy. They cannot in a large and widely-scattered Diocese afford the expense of railway fares. Retreats, conferences, etc., must be held in their immediate neighbourhood. I have arranged this year for five conferences of clergy, extending in each instance over three days, at all of which hospitality is offered to the clergy by laymen, who frequently also convey the clergy to and from the conferences in motor cars. Such lay assistance cannot be expected every year.

(*d*) I have not as yet asked for a survey of Rose Castle, as the period covered by the last certificate issued is not yet expired. So far as I am aware the repairs needed are not extensive, but at some time in the near future I am warned that much new lead-roofing may be necessary.

I append a statement of expenses * covering (*a*) permanent charges, (*b*) expenses in 1921.

Subscriptions, etc., should amount in the present year to over £500, and I am also installing electric light at a cost of over £400. I am also trying to obtain a telephone.

I cannot think that the division of episcopal incomes into personal and official is practicable. I should feel quite unable to distinguish between my personal and official capacities and expenditure. And if Bishops' contributions to diocesan funds are to be treated as a separate charge upon their income I would suggest that such a procedure amounts in effect to a diminution of their income in favour of the Diocesan Board of Finance. My own subscriptions are distinctly personal, *i. e.* most of them take the form of help to clergy whom I know to be in grave financial distress. I should be sorry to transfer this privilege of help to a committee.

The Need of New Bishopricks.

I am opposed on general grounds to any great increase in the episcopate. Two Bishops appointed to newly constituted Sees in the Northern Province have informed me that they considered their Dioceses far too small. It is important to preserve the unity of the episcopate and to preserve the standard of ability among Bishops. In a small Diocese clerical life, movement and activity are checked and hindered.

I should not object to that part of the proposals concerning the Diocese of Carlisle suggested by the Committee of the Church Assembly, which suggests that Barrow should be included in a new Diocese to be formed out of the Manchester Diocese.

* Not printed.

2. Summary of oral evidence of witness.

Size of Diocese.

The Diocese consists of 299 benefices, practically all over £200 p.a., but a number under £250. The Diocese is not too large. There is a movement to take away the Kendal area, which is not very accessible from Carlisle, but this would be a great loss.

Union of Benefices.

This matter is now under consideration. There is great opposition to it locally, and the question is a very difficult one, especially in isolated parishes where the incumbents' duties are largely pastoral.

Bishop's Income.

This is £4,500; with assistance from the private income it is possible to make both ends meet.

Apportionment of Income.

It would seem impossible to apportion the income between official and personal objects, as practically the whole is spent on episcopal purposes. There would be no reason against apportionment, were it possible. £1,500–£2,000 would be required as personal income. There is no misconception in the Diocese as to the Bishop's opulence.

Bishop's Residence.

Rose Castle, though large, is convenient and suitable. It would be an excellent thing if the Bishop could be freed of responsibility as to upkeep, by placing this responsibility in the hands of a central body. The Ecclesiastical Commissioners would be preferable to the Diocesan Board, as the former would be more independent and there would be less likelihood of local friction.

Canonries.

All the four Canons are appointed by the Bishop and all are free. This is most valuable, as they can act as a central staff for the Diocese.

Archdeacons.

The three Archdeacons all hold other offices of necessity, as the statutory income is inadequate. One holds a benefice, which is undesirable. There is a good deal of overlapping with the rural deans; it is very necessary that their respective duties should be more clearly defined.

Rural Deans.

The nineteen rural deans receive no payment. A payment of £50 to each for expenses and hospitality should be made annually out of some central fund. Their services are much used; they are directly responsible to the Bishop.

Legal Expenses of Bishop.

A central fund to meet these would be a very good thing.

Bishop's Staff.

The local incumbent receives £50 p.a. as chaplain. There would be sufficient work to keep a competent chaplain occupied. There is no secretary. There is one Suffragan Bishop, paid £300 p.a. by the Bishop.

Pensions.

There should be a retiring age for Bishops and a pension. This might be on a contributory basis if the Bishops had sufficient incomes out of which to contribute.

Fixtures.

£661 had to be paid by the incoming Bishop chiefly for grates, etc.; this is a very bad system and should be abolished.

Grouping of Benefices.

This would not be advisable in Carlisle, as in the scattered districts the incumbent has so many pastoral duties that he must be resident; although the isolation is apt to get on the nerves of incumbents who do not care for country pursuits.

TWENTY-NINTH WITNESS. The Rt. Rev. E. C. S. GIBSON, Late Bishop of Gloucester. (Resigned 31st December, 1922.)

17*th May*, 1922.

1. Summary of oral evidence of witness.

Size of Diocese.

The Diocese consists of 320 benefices, of which 80 or 90 are under £300 p.a., and these should be mostly suppressed. If this were done the number would be reduced to between 250 and 300, which is the best number. In too small a Diocese it is possible that a Bishop's visits might become too frequent. Both the Dioceses of Bristol and Hereford would like to take over some parishes from Gloucester; this might prove convenient.

Union of Benefices.

A large number of unions have been proposed, but the procedure is very slow. Great delay has taken place, almost a year elapsing before anything was done. The delay seems to be largely in the office of the Ecclesiastical Commissioners, where the staff is inadequate. There is great local opposition by the parishes to these unions. The opposition is temporary only and affords no reason for the delay in bringing about the unions.

Bishop's Income.

Prior to the War this was, after deduction of income tax, £4,070, it is now £3,000. It was adequate, but is not so now. In view of the fact that the present state of affairs is unlikely to last indefinitely, it does not seem wise to make any drastic revision at the present time. It is important for the efficiency of the Church that the Bishops' incomes should be sufficient and that there should be no misunderstanding as to them. There has been no paid chaplain or secretary since the War.

Apportionment of Income.

It is quite possible—though the details are difficult—to apportion the income between official and personal objects. The official should include first-fruits and tenths, maintenance, dilapidations, and substantial repairs, rates, travelling expenses, chaplain's and secretary's salaries, printing and postages, etc., and the wages and cost of three extra servants, but not any allowance for entertainment or charities. Such a division of income is very desirable, in order to remove misunderstandings as to the opulence of Bishops. The personal income would in this way be reduced to between £2,000 and £3,000. It would be almost impossible to estimate any figure for entertainment.

Bishop's Residence.

This is in the Close and of considerable size, but not too large, as a Bishop's work requires a large residence. The repairs come to some £200 p.a., and the dilapidations at the end of the last period in 1919 were only £396. The idea of the Bishop becoming the tenant of the Diocesan Board is not good. The upkeep of the residence house should be paid for in the case of Gloucester out of the official portion of the income of the See. In other cases, where the total income is only £2,500 to £3,000, it might well be paid by the Diocesan Board or by the Ecclesiastical Commissioners out of the Common Fund. After all the years that have elapsed since 1836 there would be no harm in reconsidering the allocation of the funds in the hands of the Ecclesiastical Commissioners.

Travelling Expenses.

These have been reduced to £200 p.a. by economising. It is much cheaper to hire a car when required than to keep one, if this is possible.

Canonries.

One of these is attached to the mastership of Pembroke College, which is not a good arrangement. None of the other four is in the Bishop's gift. This is very unsatisfactory. The best arrangement would be to have one in the gift of the Crown and the rest in the gift of the Bishop. Canonries are valuable as rewards, but much more so as enabling the Bishop to get special work done for the Diocese. There is in addition one Canon Missioner appointed by the Bishop; his salary has been provided by contributions.

Archdeacons.

There are two Archdeacons, who each receive the statutory income of £200. This is quite inadequate, and should be £450–£500. An Archdeacon should never hold a living, though he may well hold a canonry.

There is a certain overlapping between the Archdeacons and rural deans, and it would be a good thing if their respective duties could be more accurately defined.

Rural Deans.

Rural deans are not specially remunerated. It would be a great help if their expenses (say £10) could be paid annually from some central fund.

Diocesan Board of Finance.

The Diocesan Board is gaining more and more support in the Diocese and is very efficiently run. Its income shows every sign of growing.

Legal Expenses of Bishop.

If the money could be found it would be a good thing to have a central fund from which the Bishop's legal expenses could be paid. This would not increase litigation.

Pensions.

The Bishop should have a right to retire with a moderate pension at the age of 70, and should be compulsorily pensioned at 75.

THIRTIETH WITNESS. THE BISHOP OF WORCESTER (THE RT. REV. E. H. PEARCE).

17*th May*, 1922.

1. Précis of evidence as supplied by witness.

1. *Income and Expenditure.*

I have already put before the Committee an estimate for 1921, made at Christmas 1920, of £2,707; the actual expenditure for 1921 was £2,730 8*s.* 8*d.*

My estimate for 1922 is £2,691, to which must be added the cost of quinquennial dilapidations at a figure which is now being considered, but which is bound to embarrass the finances for some time to come.

As the total income, less income tax and super tax, may be taken to be *communibus annis* about £3,000, the balance has been put on deposit with a view to these dilapidations, and as I have been here three years I have something in hand towards them.

It thus appears that with careful management and daily supervision Hartlebury Castle is not an insoluble problem, on the following conditions:—

(i) If the Bishop needs no money for holidays; dependent relatives; doctor's bills (my bill in this respect, thank God, is half a guinea in three years); life insurance; provision for his retirement later.

(ii) If he requires no episcopal help, and is his own chaplain and secretary and bailiff.

(iii) If his Diocese (as in my case) is mindful of his difficulties and does not expect him to "head" subscription lists with considerable sums.

2. *Should the income be divided into two portions, one personal, the other official?*

It will be obvious from the figures which I have given that, if the official portion is to be adequate to the needs, there is practically nothing left, and that at the present rate of taxation the Bishop really has no personal portion; he merely has food and raiment and a roof over his head, and is therewith content.

In a new Diocese, with no historical traditions such as Hartlebury represents, this division may be possible (though personally I should dislike it, and I doubt if the oversight by a diocesan committee could be as sure and careful as if the Bishop were responsible for the expenditure of the whole).

But it is a question of taxation. If the income were not paid to me, but to a diocesan committee, it might be realised to be no income at all (in the tax-gatherers' sense), apart from a sum to represent the Bishop's clothing, feeding, and house-room, at so much per diem.

3. *The Size and Sub-division of Dioceses.*

This question does not arise in the case of Worcester, which can hardly be further diminished; nor, I hope, can its income be further "bled" for the support of other Dioceses created out of it.

The number of benefices is under 200; the number of curates (just now quite inadequate) is anyhow small. At the end of three years I have a fair knowledge of every incumbent and curate (more knowledge, perhaps, than some of them think), and actual personal friendships are possible with a great many of them.

I have throughout taken all the confirmations myself, and therefore have a personal link with practically all the young Church-folk of the county, and with the great majority of the parishes.

I have personally instituted, collated, or licensed, all the presentees and curates, doing so in most cases at Hartlebury by myself in my study and in the chapel. I do not institute publicly, leaving the public part to be performed by the inducting Archdeacon.

But if I am asked whether I could say as much if the benefices numbered 250 or even 300, the answer is that I think I could, if the distances were not much greater from here (where I am within $1\frac{3}{4}$ hours of any part of the Diocese by motor-car).

I quite realise the advantage of dealing episcopally with a single county, but I can see no great advantage to a Diocese in making it of smaller size than Worcester is, and I can see great disadvantage to the episcopate in so multiplying Diocesans as to cheapen a Bishop's status, which depends more than we often realise on the rareness with which the office is bestowed.

4. *Suffragan Bishops.*

It may be desired that something should be said about the Suffragan plan; but having no need of a Suffragan, I cannot speak from personal experience, especially as when I was an incumbent in the City of London my dealings with the Diocesan were direct, and the City is not in the district of any Suffragan.

But it has always seemed to me that the objections to the Suffragan system rest largely on the fact that the Suffragan is not the source of promotion. If the Diocesan were to arrange that the episcopal benefices in a Suffragan's district, or a proportion of them, could be offered *proprio motu* by the Suffragan (subject, of course, to the Bishop's veto and after whatever necessary consultation with him), the position of the Suffragan would be sufficiently enhanced. It would still be necessary for the Diocesan to execute the appropriate documents; but the real power of the episcopate is the power to place men, and, so long as the Suffragan lacks this in his district, his position will be lightly spoken of.

5. *A Fund for Legal Expenses.*

This means, I take it, the costs of suits or other proceedings against criminous or insufficient clerks. Up to the present I am entirely free from these actions, but I am conscious that the possibility of them is never far distant, and I should be glad to join in some scheme for providing or partly providing against the cost of them.

It ought to be possible to make an actuarial calculation of what is likely to be needed annually, basing it on the number and ascertainable costs of such cases during the last ten years.

In the Province of Canterbury there appear to be about 15,000 clergy, beneficed and unbeneficed. A premium of £10 per year per Diocese per 100 of clergy would yield £1,500. It might be provided out of the episcopal incomes or out of diocesan finance or jointly. I should prefer the first course, as the decision to prosecute or not to prosecute cannot be evaded by the Bishop, and ought not to be influenced by the thought that if he decides to prosecute he will be spending money collected in the Diocese.

The existence of such a fund might have two effects :—

(i) At present the fact that Bishops cannot afford an immediate and large outlay tends to encourage the negligent or criminous to persist, and the fund would alter this.

(ii) Such a fund in the hands of capable trustees would be apt to draw around its administration a good deal of experience and advice, over and above what the Bishop who may be obliged to draw upon it can get from his own legal advisers.

A few years might show that the existence of the fund was generally acting as a deterrent to the things which cause litigation; in which case it would be actuarially possible to diminish the premium, say by half.

ERNEST WORCESTER.

2. Summary of oral evidence of witness.

Size of Diocese.

There are 203 benefices and 186 incumbents in the Diocese. If all the possible benefices were united about 150 would be left. The Diocese is too small as a standard, a Bishop could manage 300 benefices, though the benefice is a misleading unit, as they vary so in size. The Diocese has been divided. There will be a question as to Dudley when the Diocese of Lichfield is divided. If it is taken out of Worcester what remains will be much too small as a Diocese.

Bishop's Income.

The Bishop's salary is £3,900; this is adequate in that the Bishop is not in debt. Last year income tax was remitted on £1,190 of this.

Apportionment of Income.

Apportionment might be possible as to some matters, but in the result practically all would be official. It is not practicable to apportion the money used on such things as a motor-car between official and personal objects. If there were some legal method of paying a proportion as salary to the Bishop and a proportion as a grant for expenses, without the Bishop having to furnish proofs of how it was spent, it would be an excellent thing. If a Bishop were paid on the same basis as a judge (say), he should have a personal salary of £5,000.

Bishop's Residence.

Hartlebury Castle is very convenient, and though its upkeep is expensive it would be a great loss to the life of the Church in the Diocese if it were to be given up. The cost of repairs and dilapidations amounts to about £250 a year. This should be paid by the Bishop if his income permits. It would not be proper to pay for the upkeep of residences out of the Common Fund of the Ecclesiastical Commissioners, as this would deprive poor incumbents of the money; neither would it be advisable to make it a charge on the Diocesan Board. If the Bishop paid them rent and they used that only for repairs, the Bishop might just as well do the repairs himself. It would be an advantage to have the repairs, etc., in charge of some central body, but the Ecclesiastical Commissioners have no machinery for looking after residences.

Canonries.

The Bishop does not appoint to any of the canonries. It is better for the Crown to appoint, as this brings new blood into the Diocese.

Archdeacons.

There are two Archdeacons, one has a benefice and one is a residentiary Canon.

Rural Deans.

There are sixteen rural deans. They receive no extra payment. A sum of £10 annually for their expenses would be fair and very acceptable. There is no great need to give any allowance for hospitality, as this is a very small matter.

Legal Expenses of Bishop.

If a central fund were subscribed to by all Bishops at the rate of £10 per 100 incumbents the £1,500 or £2,000 a year resulting should be sufficient to cover the costs of prosecution of criminous or negligent clerks. Such a fund would have to be administered by capable trustees who would sanction prosecutions. The money should come from the Bishops and not the Diocesan Boards, as they should have no voice in prosecutions. At the present time prosecutions may sometimes not be proceeded with owing to lack of funds. The fact that the Bishops had a fund would have a deterrent effect on negligent clerks.

Bishop's Staff.

The Bishop has no secretary, chaplain, Assistant Bishop, or Suffragan Bishop.

Pensions.

There should be some proper pension scheme for Bishops, but not a compulsory retiring age. After a Bishop reaches (say) 70, the Archbishop should decide whether he is to continue in office, and *enforce the decision;* this decision should be final.

Suffragan Bishops.

There should be a definite arrangement between the Bishop and his Suffragans whereby they may have the granting of a certain number of livings, subject to the Bishop's veto. This would add to their power and efficiency.

Diocesan Augmentation and Dilapidations Schemes.

The Augmentation Scheme has succeeded in bringing all benefices up to £300 p.a., the amount granted depending on the personal position of the incumbent as to marriage, children, etc. The Dilapidations Scheme aims at helping all incumbents of benefices under £250 by paying part of the survey fees and part of their insurance premium.

Diocese of London.

This should be worked as at present, only the Suffragans should be given extra power as pointed out above.

THIRTY-FIRST WITNESS. The BISHOP of MANCHESTER (The Rt. Rev. W. Temple).

17th May, 1922.

1. Précis of evidence as supplied by witness.

1. *The Adequacy or Inadequacy of the Income.*

While taxes and prices remain as they are the income of my See (Manchester—£4,200) is just about adequate, supposing that the Bishop is to live at Bishopscourt, which has 20 bedrooms and occupies 3 acres of land. It is not enough if a pension has to be paid. My private income is just less than the pension paid to my predecessor, and in fact I find that the money available is only just sufficient.

I would add an observation on the question of pensions. I think the present method of providing them should be ended, whether or not anything is put in its place. If I were not paying premiums to cover my own needs in that respect, I should have a trifle of margin. No doubt there should be a general contributory pensions scheme in which Bishops with other ministers should be compelled to share. But even pending that I should urge the abolition, in the case of Bishops, of any right to retire on a part of the revenues of the See.

2. *Episcopal Residences.*

Much depends on the size and type of the Diocese, and on the means of communication within it. In Manchester there is scarcely any justification for a large house, and if the Diocese is divided along the line of moors between Bolton and Blackburn there will be none. When Bishop Fraser obtained and enlarged the house, it was small in comparison with other episcopal houses. It is now too large. Especially where a diocesan Theological College exists, the need for a large house disappears, because the College can be used for the ordination retreats. On the other hand, an ordinary small house would be inconvenient. There is great use to be made of a large dining-room and a large drawing-room. There should be an adequate study, and secretary's room, with space for convenient filing, and for a library, and there should be a chapel; what is not needed in an urban Diocese is a large number of bedrooms. At present it might be more wasteful of the Church's money to adapt a smaller house than to continue the use of a larger one.

Where historic continuity is concerned, a new question is raised. Certainly Farnham and Auckland ought not to be diverted to secular (or Roman Catholic) use. Personally I should advocate their retention as conference or retreat houses, the wardenship being associated with the bishoprick for which each has supplied the residence. But whether as episcopal residences or as conference houses they should come under the following rule.

Neither Bishops nor Deans nor members of Cathedral bodies should be liable for the whole upkeep of their official residences. Either the Commissioners should be responsible for all "landlord's repairs," the occupier paying some reasonable rent for his house, such as he would pay if there were no official house, or else there should be an annual tax on the occupier sufficient to bring in half the sum required for each quinquennial certificate (*i. e.* one-tenth of the estimate each year), the whole expense of the dilapidations being then borne by the Commissioners. Where the income, apart from these claims, is excessive, it should be reduced.

I must add that I have not worked out the figure involved in this suggestion, and it may be that such action is out of the question. I merely suggest that it is along such lines that reform should move. If the principle cannot be applied generally, some specially strong cases might be chosen.

Further, if the house is so maintained out of general funds, it seems to me relatively unimportant whether the Bishop lives in it or it is used for such a purpose as I described above.

Where the house has real beauty or other attractions, it can be made use of for diocesan gatherings with great advantage. The arrival of the motor char-à-banc has strengthened the case for retaining such houses.

3. *Division of Income into Personal and Official.*

This seems to me very desirable, though difficult to do. It would be easiest in a new Diocese where a small house is provided—comparatively speaking. If the house is large, the expense on household, etc., becomes in part "official expenditure," as the Income Tax Commissioners recognise, and the distinction is very hard to draw.

There is much to be said for the usual American plan whereby the Bishop lives in an ordinary private house, but has an office where all his papers are kept and his secretary works. Then the office expenses can really be kept separate. But there is some real loss, as the See house, being more than an office, enables the Bishop to bring into his work a personal element which it is hard to introduce into an office.

On the whole I should favour the division, in the sense that a specified part of the income should be called a "fund for diocesan work," and of this public account should be given.

N.B.—The above is written on the assumption that the Commission continues in the main its present policy. If there is a radical change, such as I understand that Dr. Headlam advocates, what I have said would become irrelevant. On the merits of such a radical change I have at present nothing to say, but will try to be more equipped with opinions on May 17th.

4. *New Bishopricks.*

I do not advocate any policy whereby the whole endowments of new Dioceses should be provided from the funds of the Commissioners, especially in present conditions. But I think a sum might fairly be contributed towards the fund that is being raised locally. I am sure it is good for the Diocese to have to raise money for such a purpose, but a solid contribution from the Commissioners would be an immense encouragement, and would count for more in actual help given than the numerical proportion of the sum so given to the total needed would indicate.

To do this would not be, I think, unfair to the poorer clergy, for experience shows abundantly that where an over-big Diocese is divided, contributions to all Church funds tend at once to increase. For evidence on this point I must refer to the Rev. E. H. Firth, who can supply it in abundance.

5. *Contributions to Diocesan and Charitable Funds.*

It is very little that I can do in this respect. My total diocesan subscriptions last year did not exceed fifty pounds. But there are funds available from which the Bishop of Manchester can make grants to needy ministers or parishes; and this is far better than actual gifts from his personal income. The Bishop is thus able to do as much as, or more than, is possible in other Dioceses, while there is less sense of personal favour about the grants made.

W. MANCHESTER.

MANCHESTER PROBLEMS.

The Act which governs the Cathedral revenues prompts bad feeling. The Cathedral should receive a fixed endowment, also the various parishes. But the monstrous system whereby if the parishioners raise money for the rector's benefit he is mulcted of the same amount should be ended at once.

The canonries should be separated from the parishes now attached to them. Unless endowments for archdeaconries are forthcoming from elsewhere, two of the stalls should be attached to the archdeaconries of Manchester and of Rochdale. When the Diocese is divided there will still be need of episcopal assistance for confirmations. I suggest that it be made lawful that the Archbishop should admit to Episcopal Orders any Archdeacon of the Province, if his Diocesan desires it and both the Archbishop and a majority of the Diocesan Bishops of the Province approve. The Episcopal Archdeacon would not be a "Suffragan," or have any episcopal title. If the proposed scheme for Manchester is carried out, there ought still to be two Assistant Bishops in the re-modelled Manchester.

2. Document put in after witness had given evidence.

I am not sure that I made my position clear in answer to Sir Lewis Dibdin. I value exceedingly the work which the Ecclesiastical Commissioners have done and are doing in augmentation of small benefices. Certainly I should not favour a policy which would cripple the work of augmentation. But there are objects for which it might be worth while to retard it in some degree. If it is true (as I believe) that local contributions will increase if efficient administration is provided in a way that brings no burden to local resources, then the actual benefit to incumbents will only be retarded for a short time and will ultimately be increased.

As regards Bishops' houses, I wish to see them treated in two classes: (1) normal houses such as my own. Here I should like the Commissioners to be responsible for landlords' repairs, and to charge an annual "rent" or "tax" on the income sufficient to cover the expenditure involved—this should be taken in the form of a reduction of the amount paid by the Commissioners; (2) ancient and special expensive houses, such as Lambeth, Fulham, Farnham, Auckland. Here, too, I should like the Commissioners to be responsible for landlords' repairs, and to make a charge upon the present income of the See towards the expense involved, though not the full cost. In short, I wish the Commissioners to keep the episcopal residence in a state of repair, and then to pay the Bishop a suitable stipend on the understanding that he is not responsible for dilapidations.

If the historic house is of a kind unsuitable for a Bishop's residence it should be maintained for some other purpose connected with the Church; in such a case, special agreement should be made with the Commissioners with regard to the expense of upkeep.

I have had no opportunity of making calculations. But my anticipation is that what I propose would not consume more than a quarter of the Common Fund.

W. MANCHESTER.

3. Summary of oral evidence of witness.

Size of Diocese.

A Diocese should have not less than 150 and not more than 400 parishes; the most suitable size being from 250–300 parishes. The Bishop should be able to know all his clergy personally. It is an advantage to have the ecclesiastical boundary coinciding with civil boundaries. A Diocese should contain rural as well as urban districts, and the Bishop should have the rural patronage, enabling him to move tired incumbents from the urban to the rural parishes.

Bishop's Income.

This is £4,200, less £1,400 payable as pension. If no pension were payable it would be sufficient. There are Trust funds available for alms and subscriptions, thus greatly relieving the Bishop's own income. This is a very good system.

Apportionment of Income.

It is most important to remove the misconception which exists as to the Bishops' incomes. For this reason division of the income is desirable. The personal stipend of the Bishop should be £2,000–£2,500 payable from a central fund. The Bishop's expenses should be paid by the Diocese and he should account to the Diocesan Board of Finance in respect of these.

Bishop's Residence.

Bishopscourt has more bedrooms than necessary, in view of the excellent railway facilities in the Diocese. If there were fewer bedrooms two servants might be dispensed with. Dilapidations of Bishops' houses should be taken over by the Ecclesiastical Commissioners, the Bishop paying a rent or contribution, or alternatively there should be a central contributory scheme. Ordinary houses might be dealt with by the Diocesan Board of Finance except for big structural alterations and sale, which should be in the Commissioners' hands. The great historic palaces should be entirely in the hands of the Commissioners and should be kept up out of the central funds. This is a proper charge

to be put on the Common Fund. A Bishop living in a large historic house is rather popular than otherwise.

Canonries.

All four canonries are in the gift of the Bishop and are used to give additional endowments to slum parishes. Two whole-time Canons and two who were also Archdeacons would be a sufficient staff for the Cathedral.

Archdeacons.

Of the four Archdeacons three are parish priests, and the fourth has only £200 p.a. besides his private means. It is most undesirable that an Archdeacon should hold a benefice; where there are no canonries available, Archdeacons should be paid from central funds.

Rural Deans.

It is desirable that there should be a more clear definition of the duties of the rural deans. They act as local representatives of the Archdeacons, though the Bishop can always go direct to them without going through the Archdeacon. Their expenses as rural deans would be about £25 p.a.

Diocesan Board of Finance.

The Board is a body acting as trustees of various funds only, the executive work is done by the Finance Committee. The two work closely together and should now be amalgamated. Their work is quite efficient. The amount collected has risen from a half to two-thirds of the amount asked for.

Legal Expenses of Bishop.

The fairest way of dealing with these is by some common fund contributed to by all the Bishops.

Bishop's Staff.

The Bishop has one secretary, no chaplain. Very little assistance can be given by the Canons or Archdeacons, as they are all beneficed, as are the two Suffragan Bishops also.

Pensions.

The present pension system for Bishops is very bad. A regular contributory system should be set up at once, and in any event the present system should be discontinued for all new Bishops.

Suffragan Bishops.

It is a grave disadvantage for these to be beneficed. It is not desirable that patronage should be put in their hands, though it may be well to let incumbents know that they are consulted on matters of patronage.

Diocesan Augmentation and Dilapidations Schemes.

The augmentation of the stipends of the clergy could be dealt with locally—a great deal has already been done. The Dilapidations Scheme is very successful, but is helped largely by trust funds.

New Sees.

Several new Sees should be formed in the country, and the funds to endow these should be raised as to part locally and as to part from the central funds.

Manchester Parish Act.

There is a good deal of misconception as to the purport of this Act, which should be reconsidered. Its administration should eventually be in the hands of the Diocesan Board of Finance.

Common Fund of Ecclesiastical Commissioners.

It would be proper and wise to charge this fund with the upkeep of historic houses of Bishops, provision of a proportion of endowments for new Sees, and payment of Archdeacons. The strengthening of the central administration in these ways will enormously increase the funds available from local sources to augment poor livings.

THIRTY-SECOND, THIRTY-THIRD AND THIRTY-FOURTH WITNESSES. The Rt. Rev. BISHOP J. E. C. WELLDON, Dean, The Rev. CANON A. H. CRUICKSHANK, Treasurer, and Mr. K. C. BAYLEY, Chapter Clerk of Durham.

24th May, 1922.

1. Letter from the Dean to the Secretary of the Commission, dated 10th May, 1922.

Dear Sir,

I have received and have read to my colleagues in Chapter your letter of May 4th. I assume that the Bishop of Durham has laid before the Committee on the Property and Finances of the Church his proposals for the future relation of the Dean and Chapter to the University in the same form in which they were submitted to us. I think it is natural that I should send you through the Chapter Clerk, Mr. Bayley, a copy of the reply made by the Chapter to the Bishop after our interview with him. You will understand that this reply reflects the prevailing sentiment of the Dean and Chapter; it certainly does not represent the views of all the members of that body, and it may not exactly represent the views of any one member. In accordance with your suggestion I have invited individual members of the Chapter, if they wish, to communicate with you as to their own views. In a private letter which I wrote to the Bishop I told him I should be prepared to give his proposals my personal support for what it is worth, on three conditions, viz.: (1) That the proposal for making the Dean a professor in the University is abandoned. (2) That before any question of restoring the sixth canonry is raised ample provision is made for the maintenance of the fabric of the Cathedral, for necessary repairs and improvements upon the estates, and for the development of the school, not only in the present, but, so far as can be foreseen, in the future as well. (3) That his proposals are officially approved by the Archbishops of Canterbury and York; such approval taking the form not merely of verbal assent, but of active interest in persuading a number of candidates for Holy Orders to seek their training, both as undergraduates and as graduates, in the University of Durham.

In your letter you invite the Dean and Chapter to send a representative, and you invite any member of the Chapter, who may wish, to give evidence orally before the Committee. We have appointed the Dean, the Treasurer and the Chapter Clerk to appear, with your permission, before the Committee; and if Wednesday, May 24th, is the day on which the Committee wish to see them they will endeavour to come before the Committee then. But the journey from London to Durham takes some seven hours; and we ought to get back on Wednesday evening in time for the services of the following day, which will be Ascension Day. There are, however, two considerations which I venture to bring to the notice of the Committee. In my opinion, and I think in the opinion of the Chapter, it is impossible to discuss the Bishop of Durham's proposals in any adequate manner without reference to the whole present and prospective financial position of the Dean and Chapter. My meaning will, I think, become intelligible if I say, as indeed I have already hinted, that the restoration of the sixth canonry may or may not be a good thing itself, but that there are other urgent needs which ought clearly to come before it. Further, it is desirable to know what is the whole policy of the Committee in relation to the Cathedrals, and indeed to the highly placed ecclesiastical functionaries all over the country. At present there are certain bishopricks and certain capitular bodies enjoying a special privilege. There is no reason in the nature of things why the Bishop of Durham or the Dean of Durham should be more highly paid than most other Bishops or Deans. They are, I suppose, so paid partly because of the historical dignity which has hitherto been attached to their offices, partly because of the expensive houses in which they, as indeed the Canons of Durham too, are required to live, and partly because of the enormous wealth which the Ecclesiastical Commissioners are now deriving from the County of Durham. But the Committee may feel in the present straitened circumstances of the Church of England that the privileged bishopricks and Cathedrals should be shorn in a larger or smaller degree of their privileges. For my own part I should deeply regret the curtailment of the dignity which has so long pertained both to the bishoprick and to the Cathedral of Durham. But anything perhaps is better than that so many of the

clergy should live poverty-stricken lives; and if the policy of the Committee were a policy of levelling down in the interest of the Church as a whole, it is a policy which neither the Bishop nor the Dean and Chapter would, I hope, resist, and although I have not formally taken the opinion of my colleagues in the Chapter, yet I think we should all be prepared to consider what is the smallest staff which would suffice to maintain the services of the Cathedral; then, of course, any idea of increasing the number of canonries, and thereby spending a larger amount of money upon the staff of the Cathedral, would necessarily fall to the ground.

I shall now be glad to learn whether the Committee will allow the full representation, which the Dean and Chapter desire, to appear before them, and, if so, whether the date of their appearing before the Committee should be May 24th or some other later day which may be more convenient to the representatives of the Dean and Chapter, and whether the Committee will be prepared to discuss with these representatives not only the Bishop of Durham's proposals, but the whole financial and ecclesiastical position of the Dean and Chapter.

Believe me,
Most faithfully yours,
J. E. C. WELLDON.

The Secretary,
Committee on the Property and Finances of the Church.

2. List of documents put in by witnesses.

(i) Memorandum on Durham Cathedral by the Bishop of Durham. *Printed below.*

(ii) Dean and Chapter of Durham. Minutes of the Meeting held on 25th March, 1922. *Printed below.*

(iii) Copy of a letter from the Dean and Chapter of Durham to the Bishop. *Printed below.*

3. Prints of certain documents put in.

MEMORANDUM ON DURHAM CATHEDRAL BY THE BISHOP OF DURHAM.

Durham Cathedral is (excepting Christ Church, Oxford, which can hardly come into comparison) the most richly endowed of the capitular foundations. Its gross income at present approaches £40,000, and though this income is subject to large deductions on account of the fabric and the upkeep of farm buildings, etc., yet these expenditures are likely to diminish in the future, while the income tends to increase.

The question must needs suggest itself, whether this great endowment cannot be made even more serviceable to the Church than it is at present.

It is to be noted that the petty size of the City of Durham (17,000 inhabitants) precludes any considerable development in the direction of popular services. The spiritual requirements of the population are sufficiently met by the six parish churches. The regular congregations in the Cathedral are small, though during term time they include a number of students, and there are no Sunday evening services such as those which draw large congregations to St. Paul's and Westminster Abbey. From time to time the Cathedral is crowded for diocesan gatherings or other special purposes, but these do not add to the labours of the Dean and Canons, and need not increase the normal expenditure.

If, therefore, the Cathedral Foundation is to be made more serviceable to the Church, it must be by developing its educational and academic functions. Durham School, a most valuable and promising part of the Foundation, ought to receive a larger contribution from the corporate income. The connection with the University ought to be extended and improved.

The North of England at present possesses no centre of theological teaching which can compare in range and quality with the Theological Faculties of Oxford and Cambridge. Yet the need for such a centre is obvious, urgent, and increasing. The necessity for properly instructing those who are to become Christian ministers is now clearly perceived by the responsible authorities of every Christian Church, and it is becoming evident that for many, probably for the majority, of those whose sphere of ministry will be the North of England, their instruction must be obtained in the North itself. Moreover, it is now generally agreed that theological instruction is best received in a University, where the highest type of teacher can be provided, and the atmosphere of intellectual aloofness and alertness which is properly academic can exist.

The new Universities, which are rendering such magnificent service to the higher life of the North, are

under grave disadvantages when the teaching of theology is in question. They draw their resources largely from public funds, and these are not available for other subjects than those which lie clearly within the province of State provision. They do not possess endowment for Theological Chairs. Theological Faculties, if they exist at all, will almost necessarily in these circumstances be rather examining than teaching bodies. It is sound teaching that the Church needs now.

Durham University is in some important respects distinctive. Its history and circumstances indicate the direction in which the needs of the North in the matter of theological teaching might be most effectively met. For Durham is the only Northern University which had, like Oxford and Cambridge, an ecclesiastical origin, and which has in its Theological Faculty a direct relation with a great capitular foundation. Bishop Van Mildert was himself an Oxford man, and as Regius Professor of Divinity holding a canonry of Christ Church, he was familiar with the arrangement by which capitular and academic functions are united. Accordingly when he founded the University of Durham he followed the Oxford model.

It is now proposed that the policy of Bishop Van Mildert should be carried further in order that the provision for theological teaching in the University may become more adequate to the larger conception of such teaching which is now everywhere accepted. In Christ Church, Oxford, the Dean is charged with the Headship of a large society of undergraduates, and five of the six canonries are annexed to Professorships. The sixth canonry is held by an Archdeacon.

It is proposed that in Durham the Dean should be head of the Theological Faculty and, as such, hold a Professorship, and that of the six canonries four should be annexed to Professorships, and the remaining two should be annexed to the two archdeaconries. In this connection it is assumed that the sixth canonry, which was transferred to Newcastle at the time of the division of the See of Durham, would be revived. The Chairs at Christ Church are those of Divinity (two), Ecclesiastical History, Hebrew, and Pastoral Theology. It is suggested that the Chairs in Durham should be those of Divinity, Hebrew, Greek, Ecclesiastical History, and Comparative Religion.

Experience appears to show that Pastoral Theology is a subject best dealt with by occasional courses of lectures, and therefore power should be given to the Dean and Chapter, if their resources permitted, to appoint a lecturer from time to time in this and any other subject connected with theology as in their discretion might seem desirable.

The Professorships at Christ Church are (with the exception of the "Margaret" Professorship) in the nomination of the Crown, and therefore described as Regius Professorships.

It is suggested that a similar arrangement should be established at Durham, and the Bishop has publicly announced his willingness to acquiesce in this course if it be thought desirable. The really important matter is to secure for the Theological Faculty the largest possible measure of public confidence, and it may well be the case that this would be best secured by Crown nomination. A certain prestige attaches to Regius Professorships which might be worth securing for the Durham Chairs.

It will be observed that the proposed revision of the Capitular Foundations, while enriching the University with three new Professorships, and thus greatly improving its Theological Faculty, would involve no additions to its governing body, since the Dean and Canons of Durham are already members of Senate under the Act of 1908. It is gratifying to know that the Council of the Durham Colleges regard the Bishop's suggestion with sympathy. At a recent meeting the following resolution was agreed upon and forwarded to the Bishop :—

> "That the Council of the Durham Colleges in the University of Durham, having heard with pleasure the suggestion made in his Sermon on January 27th, respectfully asks the Lord Bishop of Durham to take such further steps as he may think advisable."

The Bishop of Durham thought it prudent to inform himself of the mind of the Northern Episcopate with respect to his proposals, and with this object explained them at an informal meeting of the Bishops. There was general approbation expressed, and the Bishop of Ripon, who, when Dean of Christ Church, had full knowledge of the situation in Oxford, was requested to co-operate with the Bishop of Durham in the matter. It is obvious that the project itself permits of great variation in detail. The subjoined statement is set down, not as definitive, but as giving a clear view of the general scheme.

It is proposed to alter the existing constitution of Durham Cathedral in the following particulars :—

1. To annex Professorships of Ecclesiastical History, Hebrew, and Comparative Religion to the deanery and two canonries.
2. To revive the sixth canonry, and to annex it to the Archdeaconry of Auckland.
3. To provide that the Bishop Suffragan of Jarrow should always be an Archdeacon, and as such hold one of the canonries.
4. To increase the annual payment to the Durham School.
5. To empower the Dean and Canons, if and when the income of the Foundation permitted, to provide occasional Scholarships and Lectureships on subjects connected with Religion and Pastorate.
6. To transfer to the Crown the patronage of the canonries to which Professorships have been annexed, and to entitle the Professors to be described as Regius Professors.

The effect would be greatly advantageous to the Church :—

(*a*) Theological studies would be encouraged in the Church as a whole by a liberal endowment.
(*b*) A fully equipped Theological Faculty would be established within the University of Durham, which would become the principal centre of theological teaching in the North of England.
(*c*) The training of Ordination Candidates would be facilitated and greatly improved.
(*d*) The public serviceableness of the College would be increased, and that without violation to system or tradition, or alienation of property.

N.B.—This scheme would not apply to the present Members of the Collegiate Body, unless of course they should come into it by a voluntary arrangement.

H. D.

Dean and Chapter of Durham.

Minutes of Meeting held on 25th March, 1922.

The following scheme submitted by the Bishop of Durham was considered :—

The Bishop proposes to promote legislation which should alter the existing constitution of Durham Cathedral in the following points :—

1. *To annex* Professorships of Ecclesiastical History, Hebrew, and Comparative Religion to the deanery and two canonries.
2. *To revive* the sixth canonry and to annex it to the archdeaconry of Auckland.
3. *To provide* that the Bishop Suffragan of Jarrow shall always be an Archdeacon, and as such hold one of the canonries.
4. *To increase* the annual payment to the School.
5. *To empower* the Dean and Canons, if and when the income of the Foundation permits, to provide occasional Scholarships and Lectureships on subjects connected with Theology and Pastorate.
6. *To transfer* to the Crown the patronage of the canonries to which Professorships have been annexed, and to entitle the Professors to be described as Regius Professors.

The effect of this reconstruction would be greatly advantageous to the Church :—

1. *Theological studies* would be encouraged in the Church of England by a liberal endowment.
2. *The University* of Durham would acquire a fully equipped Faculty of Theology, and would become the principal centre of theological teaching in the North of England.
3. *The training* of Ordination Candidates would be facilitated and greatly improved.
4. *The public* serviceableness of the College would be greatly increased, and that without violation to system or tradition, and without alienation of property.

N.B.—This scheme would not apply to the present Members of the Collegiate Body, unless of course they should come into it by a voluntary arrangement.

H. D.

Agreed to approve the scheme generally, subject to the Chapter's own needs being provided for by :—

(*a*) *Reserving* for a Fabric Fund £5,000 a year, or such sum as the Dean and Chapter, after consultation with the architect, Mr. Caroe, may decide.
(*b*) *Such payments*, both immediate and annual, as may be necessary in the opinion of the Dean and Chapter for the development of the School.
(*c*) *Making such* adequate provision for the repair of the buildings on the estates as in the opinion of the Dean and Chapter may be considered advisable.

In dealing with the various proposals, the Dean and Chapter, as to,

1. *Consider* that a Professorship of Hebrew is not necessary, as one already exists. They suggest that the two new Canon Professors be those of Ecclesiastical History and Pastoral Theology; they are opposed to the idea that a Professorship should be attached to the deanery.
2. *Agree* that if and when, in the opinion of the Dean and Chapter, their finances allow, the sixth canonry should be revived and attached to the archdeaconry of Auckland.
3. *Agree* that one of the Canons should be both Archdeacon and Suffragan Bishop.
4. *Agree* to this proposal and suggest that the annual payment to the School be increased from £3,000 to £4,000.
5. *Agree* to the proposal that Scholarships and Lectureships should be provided for when, in the opinion of the Dean and Chapter, the financial condition of the Chapter permits.
6. *Do not* consider it advisable that the patronage of the canonries should be taken out of the Bishop of Durham's hands.

The Dean and Chapter suggest that the support of the Archbishops should be obtained to the proposed scheme.

The College,
Durham.
5th April, 1922.

My Lord,

In submitting a copy of the resolutions passed at a Special Chapter on the 25th of March, the Dean and Chapter wish to point out that, while generally supporting the scheme which your Lordship submitted to them on March 18th, they feel that, before any further charge is placed on their revenues, it is essential :—

First that an adequate provision should be made for the maintenance of the fabric of the Cathedral. As your Lordship knows, quite apart from the expenses of the annual repair to the Cathedral, heavy charges occur from time to time for the renewal and strengthening of parts of the Cathedral structure.

Secondly, that special provision be made for repair and reconstruction of farm buildings. Owing mainly to the war, repair and reconstruction work had to be deferred, and a considerable sum is now required to enable the buildings attached to the farms belonging to the Dean and Chapter to meet modern requirements.

And thirdly, that something more should be done for the School. At present under the scheme of 1872 £3,000 a year is contributed by the Dean and Chapter towards the expenses of the School, but the scheme in question indicates that if the revenues of the Dean and Chapter increase the School should benefit by such increase. As your Lordship is aware, the pressure on the accommodation at the School is very great, and the Dean and Chapter are anxious, not only to provide the additional boarding houses required, but also to provide the class-rooms necessary for the increase in the numbers of boys.

Proceeding now to the various points mentioned in your Lordship's scheme, they consider that it is not advisable to attach a Professorship to the deanery. They feel that the position of the Dean is one which renders this inadvisable even though he should be made head of the Theological Faculty. As there is already a Professor of Hebrew, they suggest instead that there be a Chair of Pastoral Theology, whose occupant might also be Canon Missioner. They feel that if clergymen who are not resident in Durham give lectures in Pastoral Theology they will not have the influence on the undergraduates that a permanent Professor would have. On these grounds they suggest that the two new Chairs be those of Ecclesiastical History and Pastoral Theology.

In reference to your Lordship's second point, they agree that, when their finances permit, the sixth canonry should be revived and attached to the archdeaconry of Auckland.

They also agree to the third point that the Bishop Suffragan of Jarrow shall be an Archdeacon.

The fourth point, the increased payment to the School, has already been dealt with.

They agree to the fifth point for providing, when their finances permit, occasional Scholarships and Lectureships on subjects connected with Theology and the Pastorate.

In reference to your Lordship's sixth point, they do not like the idea of your Lordship giving up patronage, and they therefore suggest no change should be made in the patronage of the canonries.

In general reference to the scheme, they think it very advisable that the formal approval of the two Archbishops should be given to the scheme in writing, otherwise they fear that men would not come to Durham, but would go to the older Universities,

I am, My Lord,
Yours faithfully,
K. C. BAYLEY,
Chapter Clerk.

The Right Reverend,
The Lord Bishop of Durham,
Auckland Castle,
Bishop Auckland.

4. Documents put in after witnesses had given evidence.

DEAN & CHAPTER OFFICE,
THE COLLEGE,
DURHAM.
9th February, 1923.

DEAR SIR,

The Dean and Chapter of Durham feel that it is right to lay before the Commission of Enquiry into the Property and Finances of the Church certain considerations as affecting the present and future life of the Cathedral. It is the wish of the Dean and Chapter that, if the Commission think of recommending any alienation of property from the Cathedral, they should realise the obligations of the Dean and Chapter to Durham School and the expenditure necessary now or in the near future for the preservation of the fabric of the Cathedral.

1. The Dean and Chapter are the Governors of Durham School. The School stands in urgent need of development, both as to boarding-houses and as to class-rooms. But there was until the other day a debt of more than £10,000 upon the School; it was only at the last audit that the Dean and Chapter were able to reduce that debt by £1,500. But a new boarding-house, if not two new boarding-houses, must be built, and ought to be built at once if the School is to take advantage of the pressure of boys into it at the present time. But in a school where the fees are so low as they are at Durham it is impossible to build a boarding-house for which a master who will occupy the house can be asked to pay an economical rent. It follows that after the building of a new boarding-house or houses the debt upon the School will again be largely increased, and that some provision must be made for paying off this debt.

2. Cathedrals even more than other ancient buildings need constant repairs, and if sufficient money for those repairs could ever have been raised by local efforts, it cannot be raised now, when the friends of the Church, who might have been able and willing to contribute to her needs, are so badly impoverished that they have little or no money to spare, and are often themselves unable to live upon their hereditary estates. The examples of York Minster and of Lincoln and Exeter Cathedrals show that the difficulty of collecting funds is well-nigh insuperable. The Dean and Chapter of Durham have therefore thought that their architects, Mr. Caroe and Mr. Macartney, should be invited to state what sum of money it will in their judgment be necessary to spend upon the Cathedral within the next twenty years, in order to place it and keep it in a state of complete repair. These architects have drawn up a joint report, of which a copy accompanies this letter; the report shows that the needs of the Cathedral are estimated by them at a total sum of £50,150; and the architects add that the items which they enumerate "are stated in round figures and must to some extent be problematical, and may be varied when the scaffolding is erected and the work can be approached. Such estimates" they fear "are more often than not exceeded when the true conditions can be handled more closely."

The Dean and Chapter wish to urge with all possible strength upon the Commissioners that the first use of any excess of income over expenditure in the present or the future should be such as will ensure the permanent stability and beauty of the fabric of the Cathedral.

I am,
Yours faithfully,
K. C. BAYLEY,
Chapter Clerk.

The Secretary,
Commission on the Property & Finances of the Church.

3, Great College Street,
Westminster, S.W.1
9th January, 1923.

Dear Bishop Welldon,

Durham Cathedral.

Mr. Macartney has had an interview with me, and I append a note of the several items which will require to be dealt with during the next twenty years and the probable cost of each. These are stated in round figures, which must to some extent be problematical, and may be varied when a scaffold is erected and the work can be approached. Such estimates are, I fear, more often than not exceeded when the true conditions come to be handled more closely. For instance, the condition of the stonework on the Great Tower has proved worse than was anticipated, owing to the fact that Wyatt had cut the surface back, a fact not discoverable until the scaffold was erected.

Yours sincerely,
MERVYN MACARTNEY.
W. D. CAROE.

The Right Reverend Bishop Welldon,
The Deanery,
Durham.

ESTIMATED COST OF REPAIRS ALREADY ACCRUED OR ACCRUING DURING THE NEXT TWENTY YEARS.

	£	*s.*	*d.*
Monks Garden Wall	500	0	0
Galilee (including Roof)	2,000	0	0
Western Towers with Turret and Parapets (in bad state)	7,000	0	0
West Window	500	0	0
North-West Porch	4,000	0	0
Triforiums and Clerestories and N. and S. windows of Transept	6,500	0	0
Roofs externally	5,000	0	0
General Repairs to Decaying Stone, including Nine Altars	13,000	0	0
Cloisters, Stonework and Roofs	4,200	0	0
Chapter House Cracks and Parapets	1,000	0	0
Repairing and Painting external Ironwork	500	0	0
Small Repairs not detailed	1,000	0	0
	45,200	0	0
Architects' and Surveyors' Fees and Expenses	4,950	0	0
	£50,150	0	0
Say	£50,000	0	0

Completion of Repair of Central Tower not included.

5. Summary of oral evidence of witnesses.

A (The Dean)

Fabric Fund.

There should be a separate fabric fund. The expenditure last year on ordinary repairs was £1,100. In addition, £10,000 is being borrowed from the Ecclesiastical Commissioners to repair the tower. The consulting architect estimates that a sum of £45,000–£50,000 is required to put the Cathedral in order (in addition to the £10,000 being spent), and £3,000–£3,500 a year thereafter. This report has not yet been considered by the Chapter. It was made at the Dean's request. Most of the work contemplated is repair, but whether repair or restoration the money will have to be found for it. A sum of £5,000 a year is required for the fabric, and it is hoped it will be found from increased revenues. Money should be spent on the fabric before putting any further charge on the Dean and Chapter's funds. Sixty years ago £20,000 was set aside for exceptional fabric repairs; there is still £2,000 of this left.

Income of Dean and Chapter.

This is about £37,000, and has to be spent as follows: first, stipend to Dean and Canons, secondly, £3,000 to Durham School, thirdly, upkeep of services and fabric.

Repairs to Farms, Buildings, etc.

Practically nothing was spent or saved for this during the War. A sum of £17,500 is now required to be spent over ten years, and in addition £3,000 p.a. in future.

Office of Dean.

It would be undesirable to associate a professorship in the University with the office of Dean, as it would limit the choice of a Dean and would make the Dean subject to the Council of the University, which would be undesirable. There might be some voluntary association of the Dean with the Theological Faculty. The Dean's stipend of £3,000 is not excessive, but it might be levelled down to £2,000 if the Bishop's were dealt with similarly and the Deanery disposed of. £2,000 would not enable the Dean to live in the Deanery.

Deanery.

The Deanery would not be suitable as a Bishop's palace. It would be unfortunate if the Deanery had to be given up, owing to its historic associations. The distinction of Durham should be preserved as much as possible, both because of its ancient dignity and the great sums drawn from thence for Church purposes.

Bishop's Scheme for endowing Theological Faculty.

There is ample teaching power at present in the Theological Faculty for the 100 students there; any increase with the present number of students would unduly strengthen it. The mere increase of the number or class of professors would not *per se* increase the number of students. The number of students might be materially increased if the Archbishops gave their strong support, that is, if most other Theological Colleges were closed. These are as a rule small and narrow and rigid in outlook and unable to give first-rate teaching. A training college of the Knutsford type should be associated with the University. Anything done to concentrate theological students at Durham would be an advantage to the Church. A certain class of person will go to Durham because it is cheaper than Oxford or Cambridge; if there were very eminent professors they would attract students to Durham as elsewhere. If Newcastle breaks off from Durham, the only chance of survival for Durham is to become a University of humane studies with strong theological bias. Two professorships might be endowed by canonries without any extra charge falling on the Cathedral funds. Under the scheme four Canons would be professors and two Archdeacons. With six Canons the work of the Canons would not be interfered with. The opposition is not to the endowments of the professorships, but to the increase of charges on the Cathedral funds. No further charges should be imposed until the fabric fund is properly endowed. If the money for the sixth canonry were taken from the Dean's stipend there would be no further charge on the Cathedral funds. The scheme does not help nonconformists at all. The co-operation of nonconformists would be welcomed. It would be better for the Church to retain the patronage of the canonries in the Bishop, though the University would prefer Crown patronage.

Cathedrals' position.

Cathedrals should be homes of learning; they have no duties to the parishes.

Durham School.

The Dean and Chapter are governors of the School. The number of boys has risen from 120 to 280, and there is still pressure. It would be possible to fill two new boarding-houses. If the School could be developed now it would become the leading school in the north of England. There is a debt of £13,000 in respect of buildings guaranteed by the Dean and Chapter, and there are no funds for further building. Practically all the boys are Church of England, though nonconformists are not excluded.

B (Canon Cruickshank)

Position of University.

The University was thoroughly justified in emancipating itself from the Dean and Chapter, who were wholly incompetent to manage its affairs. The University was saved by a grant from the Government given on condition it did not become purely theological.

The Bishop's Scheme for Endowing Theological Faculty.

This is very desirable, as it endows the Theological Faculty and frees money for other very desirable extensions, and it would give Durham a properly organised Theological Faculty unlike any other northern University. It would be a help to nonconformists, who could attend lectures, etc.; and nonconformist Colleges in connection with it would be welcomed. The prestige of the clergy in the north of England would be greatly increased, their standard would be raised, and they would be helped in their studies.

Fabric.

The two architects of the Cathedral have reported all the fabric in order every year except the tower, which is being repaired. The consulting architect's report was most unexpected; carrying it out would cost a lot and the restoration would probably be opposed by the Society of Antiquaries.

Income. C (Mr. K. C. Bayley)

The average income is £17,000 from land, £8,000 from dividends, £10,000 from the Ecclesiastical Commissioners, and about £2,000 in smaller items. The 1920 figures were quite exceptional. Land to the extent of £30,000 has been sold and the proceeds will be used, £10,000 for repair of the tower, £11,000 for repairs on the estates, and £9,000 invested to provide £400 p.a. as a sinking fund. An additional £6,500 will have to be spent on repairing cottage property if this is not sold.

Expenditure.

ESTIMATED RECEIPTS AND EXPENDITURE, 1923.

Receiver.

	£		£
To Rents	17,000	By Tithe, Tenths	2,100
Dividends	8,200	Income Tax	6,400
Rentcharges	600	Repairs	3,000
		Management	1,000
	£25,800		12,500
		Balance	13,300
			£25,800

Treasurer.

	£		£
To Receiver	13,300	By Dean and Canons	8,000
Ecclesiastical Commrs. ...	10,000	Minor Canons, Sacrist, etc. ...	1,200
Fees	450	Bedesmen, Church widows, etc.	525
Dividends	900	Sermons	50
Fabric	300	Chapter Clerk, Architect, etc.	1,000
Rents	200	Choir: Stipends £2,450 ...	
Return of Income Tax ...	3,100	School, etc. £2,000 ...	4,450
	£28,250	Vergers, Porters, etc. ...	1,200
		Repairs and renewals ...	1,100
		Banks	600
		Rates and Taxes	1,800
		Heating	800
		School	3,000
		Library	200
		Stipends to Incumbents ...	160
		Grants and subscriptions ...	500
		Miscellaneous	200
			£24,785
		Balance	3,465
			£28,250

The cost of the choir and services is £5,610, including ten lay clerks at £182 p.a. each. This latter figure may come down. The expenditure is likely to fall and the revenues will probably increase.

Fabric.

The ordinary repairs of the Cathedral should be satisfied by £1,100 p.a.; an additional £1,000 p.a. put aside should be sufficient for all repairs, judging by past experience. The £20,000 that was put aside sixty years ago has been used for capital expenditure. The £10,000 borrowed from the Ecclesiastical Commissioners will be replaced by a sinking fund of £400 p.a. A large amount of the work suggested by the consulting architect is restoration and not repairs. Where capital is used for repairs it would always be replaced by a sinking fund.

Deanery and Canons' Houses.

The Deanery would not be suitable for the Bishop's residence. There is a special repair fund out of which repairs to the Deanery and Canons' houses are paid for.

Choir School and Music.

The Choir School is very costly but very good. There are twenty-four boarders. A boarding-house is better for the boys and makes a wider field of talent available. The musical services, which are of a very high standard, have a great influence on the public and are well worth while.

Management of Estates.

It is better for the Chapter to manage its own estates, as it preserves the personal touch. Provided the balance is kept between invested monies and land there would be no objection to the Ecclesiastical Commissioners making over more land to the Dean and Chapter.

THIRTY-FIFTH WITNESS. THE BISHOP OF TRURO * (The Rt. Rev. F. S. G. WARMAN), also by Statute the Dean of Truro.

11th *July*, 1922.

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1. Summary of oral evidence of witness.

Size of Diocese.

There are 234 benefices in the Diocese and about 350,000 population, which is practically co-terminous with the county of Cornwall. It would not be convenient for it to be larger, owing to the great distances, or smaller, as it would be uneconomical administratively. There is a very strong county feeling, which is valuable. In connection with the proposals of the New Sees Committee, it was suggested that Launceston and Liskeard should be included in the new Diocese of Plymouth. This would be quite disastrous. One or two parishes, such as Torpoint and Millbrook, might possibly be so included.

Union of Benefices.

A few unions would be possible, but the distances and extremely hilly nature of the country make union impossible in many districts. The powers for union should be extended to include grouping.

Bishop's Income.

The income of £3,150 is just adequate.

Apportionment of Income.

It would be a very good thing if the Bishop's income could be apportioned between official and personal. The official portion (if including hospitality) would be about £1,000. £800 to £900 is now allowed for expenses by the Income Tax authorities. Subscriptions and hospitality should be part of the personal expenses, not official. One of the difficulties of apportionment is that the Bishop's house is used for official as well as personal purposes. A division has now to be made for income tax purposes. It was proposed to make such a division in the Bradford Bishoprick Bill, but for political reasons the proposal had to be dropped. The division could not be the same for all Dioceses, owing to the very different conditions. It is important that the Bishop should not be put in a false position as regards the size of his personal income. There was a great deal of misunderstanding and criticism as to Bishops' incomes in Bradford among the working classes.

Bishop's Residence.

This is suitable and convenient, and in a very good state of repair. It would be impossible definitely to allocate any portion of it for official purposes.

Travelling Expenses.

It is necessary to keep a car owing to the poor railway facilities. The cost of travelling is about £300 p.a.

Canonries.

There are four residential canonries; two have a stipend of £400 each and no house, one of £300 and one no stipend. The £300 canonry is held by the rector of Truro, who has £300 and a house in addition. It would be much better to have one canonry at £600 and a minor canonry at £200, than the two at £400. The canonries are not sufficiently well paid to attract men of great learning. One Canon in addition to the Sub-Dean would be an adequate staff for the Cathedral.

* Now Bishop of Chelmsford.

Archdeacons.

There are two Archdeacons; one holds the canonry without stipend. The £200 p.a. extra remuneration is insufficient in such a scattered Diocese; it should be at least £300 p.a.

Rural Deans.

There are thirteen rural deans. They should receive a payment to cover their expenses, about £20 p.a. The Ruridecanal Conferences help them with their expenses in many cases.

Pensions.

The present law as to Bishops' pensions should be altered in favour of a contributory scheme.

Fixtures.

The fixtures in the Bishop's residence have now been bought out of the capital endowment of the See, so that they belong to the See, and not to the Bishop individually.

Suffragan Bishop.

There is no Suffragan Bishop at present. This is very awkward, as if the Bishop is ill no one can take confirmations. One of the Archdeacons might well be a Suffragan if the money could be found to pay him. The Diocese might help with the stipend, the Bishop could not.

Augmentation.

Apart from a few large benefices and about thirty of £200 p.a. the average value would be £300 to £350. The minimum should be £350 to £400. The real difficulty in many benefices is the education of the incumbents' children. Some such scheme as the Wesleyan of making grants for children of incumbents would be very helpful. There has been no systematic augmentation in the Diocese. A fund of about £1,500 a year, subscribed by laymen, has been spent annually by the Bishop, chiefly in helping in education of children, sickness and holidays. The parish is too small a unit to deal with augmentation; it should be dealt with by the Diocese.

Dilapidations.

If the Diocesan Board took over dilapidations it might make the Diocesan Fund more popular amongst the clergy. The parish is too small a unit to deal with dilapidations, though in some cases they would help as they are doing now. Some more central body must manage any scheme. A system by which each parish was assessed for dilapidations would be accepted by the clergy. A system providing for a fixed annual payment from each benefice is the best method of dealing with the question. Incumbents of richer benefices will not readily pay more than their share to help poorer benefices; any such necessary sums might come from the Diocesan Board. There is no scheme in the Diocese, though this year they may start helping with survey fees.

Grouping of Benefices.

In Cornwall the market towns are the natural centres of the surrounding parishes; a system of grouping the parishes around such towns would work well, and the work would be adequately done by a rector and curates.

Pooling of Incomes.

It is not desirable to bring all benefices to a dead level. Better livings should be retained for more distinguished men. A partial redistribution of the incomes of the benefices would increase efficiency, and if it is the right thing to do means ought to be found of doing it. This would probably entail the abolition of the parson's freehold.

Diocesan Fund.

The churchpeople in the Diocese are only just beginning to realise that the days of the parson providing everything are over. The Fund should gradually gain strength now.

Services conducted by Laymen.

There is no reason why laymen should not take services occasionally to enable the incumbent to go on a holiday.

Bishop's Stipend in New Sees.

There is no objection to part of the stipend being guaranteed and paid by the Diocesan Board in a new See.

The Cathedral.

The Cathedral is also the parish church. There is practically no endowment except £235 p.a. interest on contributed funds.

Chapter.

The fact of the Dean being also Bishop interferes with the work of the Dean. In the absence of the Dean—which is frequent—there is no one person in authority. This is a bad system. The Sub-Dean should be in charge in the Dean's absence and have more power. One Canon and one Dean would be an adequate staff for the Cathedral. But central help in the Diocese is badly needed, *e. g.* a Diocesan Missioner and someone to help the clergy in their study. Such persons might be Canons, though it is better that the appointments should not be life appointments.

Both Bishops and Deans should have more powers in the Cathedral, and not be hampered so much by the Chapter.

THIRTY-SIXTH WITNESS. The DEAN of PETERBOROUGH (The Very Rev. A. H. PAGE).

11th July, 1922.

1. Précis of evidence as supplied by witness.

Peterborough Cathedral costs the Church to-day in revenue arising mainly from allocated lands or from the proceeds of lands sold something over £5,000 a year. During the period of acute agricultural depression the gross revenue fell to little more than £3,000, and even a reduced service could not have been maintained if the Dean and Canons of the time, as the "last men out," had not taken the major part of the loss on their own shoulders personally. In the 'sixties it had been estimated that an income of about £6,000 would be required, and in view of the fall in the purchasing value of money it is probable that the £5,000 or so received now does not go so far as £3,000 would have gone then. Under the circumstances it is not surprising that next to nothing has been available from endowment for structural reparations, and in spite of large expenditure, which has been met from time to time by voluntary contributions, there is a heavy accumulation of arrears under this head. On an average of years the Dean and Canons are still receiving less than their contemplated stipends.

If the choice were open now nobody would regard Peterborough as a suitable place for a Cathedral. It is not a country town or chief centre of population, and access to it is most difficult from almost the whole of the Diocese. This will still be so even if and when Leicestershire has been split off from it, and no further adjustment of boundaries seems to be practicable. Yet it is hardly thinkable that one of the great material inheritances of the Church should not be structurally cherished and preserved, or that, being preserved, it should not be used for such purposes as befit the Cathedral of the Diocese in which it happens to be situated.

Two main questions emerge: (1) How is the structural stability of this great building to be continuously secured? (2) Are current revenues as well applied as they might be?

(1) The existing system, or want of system, is exceedingly wasteful and ineffectual. For want of immediately available funds relatively small repairs are of necessity allowed to accumulate, perhaps for generations, till (as at Peterborough now) the whole fabric or important parts of it are endangered. Then a spasmodic appeal has to be made to public generosity. We are at the present time expending thousands of pounds upon decayed roof timbers and disintegrated masonry, and so forth. A very few pounds seasonably laid out year by year might have obviated most of this need.

I suggest that every Cathedral should be surveyed by an independent Church authority at not less intervals than three years, that the attention of the Dean and Chapter be called to ascertained defects, and if it is clear that no general or local funds are forthcoming, then, and *then only*, they should be encouraged to make a public appeal countenanced and authorised by the whole Church. If there could be a national appeal for all fabric needs of all Cathedrals, as well as a special appeal for each particular one, so much the better.

(2) Is, apart from structural repair, the upkeep of the Peterborough Cathedral establishment costing more (or less) than it ought to cost, and is the expenditure as usefully applied as it might be? Considerable retrenchments and some adjustments have from time to time been made. We have only four lay clerks, whose services we could not expect to retain for £80 a year if we had not suspended (except on some holy days) sung week-day mattins, thus enabling them to engage in independent whole-time employment. The suspension is, in my opinion, an admirable arrangement, both in their interest and educationally in that of the choir boys, of whom there are sixteen (four altos), and who are remunerated by a free schooling, not merely till their voices break, but in practice as long as their parents desire that they should remain at school. The organist gets £280 a year only, and has a cheap but not rent-free house. Though his regular choir is so limited (no men altos), I am of opinion that with youth and great energy and capacity on his side he may do great things with the Cathedral music, partly by encouraging and developing

voluntary skilled assistance, which is to be had. Three vergers and one yard-man (plus occasional help) are now adequately paid, and cost about £600 a year, as against under £300 before the War.

We have suspended one of three minor canonries and augmented the stipends of the remaining two Minor Canons by dividing between them the stipend saved. But even so they only get £200 a year net (no house) plus £25 set aside as a sort of superannuation provision, and £25 and £50 respectively for petty offices held by them. Such emoluments are not attractive to the right sort of man in a place like Peterborough, and we should be in great difficulty if there were no opportunity of supplementing them and coincidently of filling up unoccupied time with scholastic work.

Obviously these expenses do not admit of reduction, but I am more doubtful about the Dean's and Canons' incomes, though whether in the aggregate these could be reduced or should merely be redistributed is a different question. The Dean nominally has £1,000 a year, and each Canon nominally £500, besides houses of residence, which, however, in the case of the Dean and, if and when occupied by them, certainly in those of two of the Canons, are not an emolument, but a ruinous burden. In my own case (which in proportion and *mutatis mutandis* is also theirs) I have only once in fourteen years received the whole of my nominal stipend, and even in that year it was reduced by a heavy payment which was virtually obligatory. A house of thirty-two large rooms, which is partly an "ancient monument," and which gets mouldy and dry-rotted unless it is constantly used, with garden of several acres and outbuildings in proportion, is of no advantage to myself, though I hope that I make it of some advantage to the Cathedral and city and Diocese.

I submit that stipends should be redistributed in proportion to duties performed. There is no good reason why a Dean or Canon who does not really "reside" (it has happened in the case of one Dean, and has constantly happened and is happening in the case of Canons) should be paid the same as one who does. I suggest that when a Dean or Canon does not occupy his house of residence there be a personal allowance of, say (in the case of a Dean for twelve months' service as Dean and executive custodian of the Cathedral) £800 and (in the case of a Canon for thirteen weeks' service) £200, which in my opinion would be ample remuneration for the work so done. The rent of houses of residence not occupied by Dean or Canons should go to the Common Fund, and all landlords' usual charges and taxes, whether they are so occupied or not, should be defrayed out of the Common Fund. I myself think that offices which are residential only in name, as they fall vacant, should be abolished.

On the money so saved on fixed stipends (about £1,500 a year if the rent of houses let be included, or about £2,000 if two "prize" three-quarter sinecure canonries be abolished) a first charge should be the rates and taxes on the actually occupied houses of two Canons and of the Dean, and the stipends of the two permanently resident Canons should be made up to, say, £700 a year free of dilapidations. In our case the archdeaconry of Northampton is attached to a residentiary canonry. The stipend should be one of those thus augmented, with obligation of actual and permanent residence.

If there is any residue, I would urge that out of it fair compensation should be paid for expenses actually incurred by Dean and Canons by reason of services rendered to the Diocese outside their ordinary and obligatory official duties; and if there were still a residue, that it should be earmarked for structural Cathedral reparations, unless in the opinion of the Bishop, after consultation with the Diocesan Finance Committee, it was necessary to apply it to some other Cathedral purpose.

The above is a rough outline of what I think might be done at Peterborough. But more generally, in view of the dissimilar needs and conditions of different Cathedrals, I do not expect that much good will come from inquiry which does not begin with detailed and particular examination by a small roving Commission into the circumstances of each and every one. A drastic revision of our Statutes is long overdue, but it should follow and not precede such an examination.

A. PAGE,
Dean of Peterborough.

2. Summary of oral evidence of witness.

The Financial Position.

The income of the Chapter is about £5,500, mainly from estates. It fluctuates greatly, and in 1890 was as low as £3,000. The Chapter has always been a poor one with an insufficient income. It would be better if the income could be fixed in exchange for the estates, provided the Chapter's portion of the Precincts were retained by them. £10,000 has been raised recently by public subscription and spent on the fabric; a further £20,000 is required to be spent in the next ten years to put the Cathedral in complete repair.

Cathedral Staff.

There are four Canons, two Minor Canons, four lay clerks and sixteen choir boys. Their present income is: Dean £900, Canons £450, Minor Canons £200, lay clerks £80. The Minor Canons do outside teaching work which increases their earnings. Three of the Canons do not reside in their residences. One Canon (the Suffragan Bishop) lets his residence and lodges with the Bishop when in residence, one (an Archdeacon) may reside in his house if he can afford it, and a third is the rector of a neighbouring parish, where he resides. Two Minor Canons are sufficient. It would help to have more lay clerks, but this is not a matter for which central funds could be asked.

Suspension of Canonries.

Two of the canonries should be suspended, leaving adequate salaries for two whole-time Canons, who would carry on the Cathedral work more efficiently than is done at present and could also help in the Diocese. It is important for residentiary Canons to reside in the houses of residence allotted. If a Canon is resident for thirteen weeks only and does no other work £200 p.a. is sufficient to pay him, but if he does other general work for the Church he should be adequately paid. It would be a good thing if there were a retiring age for Deans and Canons.

Fabric Fund.

There is no regular fabric fund. If there had been one of about £700 p.a. and it had been properly administered there would be no need now to spend £30,000 on repairs. When the Cathedral is put into repair about £750 a year should keep it in repair.

Houses of Residence.

These are all very large, especially the Deanery, which is large and has a very big garden. Both the Deanery and garden are much used for official purposes. The upkeep of the Deanery absorbs £750 p.a. It should be kept up free for the Dean, who should have £1,000 a year clear in addition, if he is to be in a position to live in it. If not, it should be let (as the two Canons' houses) and the money paid over to the Chapter. It could be let if there were some security of tenure.

Choir Boys.

These are sent to the Cathedral Grammar School and assisted to stay till they are sixteen or even eighteen, when possible.

Cathedral Services.

There are daily said mattins and sung evensong. Hardly any one attends the morning services except on Sundays.

Accounts.

The accounts of the Chapter might well be published, or should at least be submitted annually to some responsible authority.

Receipts from Visitors and Offertories.

Receipts from visitors amount to about £300 p.a. Only about one-third of those visiting pay 6*d.* each, the others for various reasons are let in free. The offertories and collections amount to about £600 p.a. (apart from special occasions), and by custom this money is most of it given to outside objects.

Patronage.

The Chapter has very little patronage, and what there is is very poor.

Amalgamation of Offices.

It would not be a good thing to combine the offices of Bishop and Dean. It is not an advantage to have an Archdeacon as a Canon if he can be paid in any other way.

THIRTY-SEVENTH WITNESS. THE DEAN OF YORK (THE VERY REV. W. F. NORRIS).

11*th July*, 1922.

1. Précis of evidence as supplied by witness.

The following are the principal points which the Dean of York would desire to draw attention to :—

1. *Canons :*

(1) If residentiary Canons are to be continued at York it is essential that emoluments be increased, and in the case of York the suppression of a canonry would make *no difference.*

(2) It is very desirable that the old " Four Dignities " should be resuscitated, *i. e. :*

Chancellor, Precentor, Treasurer } with the Dean

These would meet outstanding modern needs.

(3) No residence houses.

2. *Dean.*

The Deanery can no longer be maintained on the income assigned to the Dean, large as it is.

3. *Songmen, etc.*

The need of a pension scheme.

4. *Fabric.*

Funds are inadequate for maintenance. Our architect advises " twelve more masons," but we are already overspending our income and attempting nothing but repairs. The huge size of the Minster.

5. *Library.*

Of great interest and value—used by scholars—*no income whatever*, even for upkeep.

W. F. N.

2. Summary of oral evidence of witness.

The Financial Position.

There are three main funds, the Fabric Fund (including the Duncombe Trust of about £1,800 p.a.), St. Peter's Fund (the Service Fund) and the Capitular Estates. There are several other funds, *e. g.* Choir, Vicars Choral and Windows. It would be well if the Fabric and St. Peter's Funds could be pooled. The separate fund for the Vicars Choral works quite well in practice.

The Dean's separate estates were handed over to the Ecclesiastical Commissioners in exchange for a guaranteed income of £2,000 p.a. The Chapter's estates were also handed over and the Chapter was re-endowed with estates of similar value (£4,410 p.a.). The value of the canonries has been brought up to £500 p.a. by the Commissioners. It would probably be better to give up the estates for a fixed income, although there is some value in the local connection.

Cathedral Staff.

There are four canonries, held at the present time as follows. (1) The Suffragan Bishop, (2) a rector of a parish, (3) a rector who is also the Diocesan Missioner, (4) an incumbent who has just resigned because of age. There is no independent staff to be relied on, the canonries not being of sufficient value to be held apart from any other office. There are three Vicars Choral paid from their private estate £1,400 p.a.; there is power to increase to six or decrease to one.

Suspension of Canonries.

This would not help, as it would merely mean that the Ecclesiastical Commissioners would have to make up the stipends with a smaller sum. Three Canons could do the work. The canonries must be made up to £1,000 a year somehow if people of sufficient standing are to be attracted.

Lay Vicars.

There are no pensions provided for the songmen, who hold their offices at the pleasure of the Dean and Chapter. They generally accept a small lump sum out of St. Peter's Fund when they leave.

Fabric Fund.

About £4,000 p.a. has been spent continually on the fabric, in addition to £20,000 raised by the last Dean for restoration. In spite of this the Fabric Fund is quite inadequate. The weekly wages bill is about £100, but the architect says that ten to twelve more masons should be employed. The lead roof is in a very bad state, but there are no funds to spend on it. This will mean a big public appeal will be necessary in a few years' time. The Minster is the biggest Church building in England, and was originally built out of Yorkshire stone, which does not wear well. Rutland stone is now being used, at great expense.

Houses of Residence.

There was one residence for the Canons; this is now let and the income divided amongst the Canons. The Chapter could provide suitable residence houses for Canons. Two of them now reside in houses close to the Cathedral, a third a little way off. The Dean's house is much too large, and would be a good and convenient house for the Archbishop. A good-sized house is needed for entertaining, but seventeen of the rooms in the present house are shut up.

Library.

There is a very fine library of topographical works, musical works, and books and manuscripts up to the seventeenth century, since when there have been few additions. The Library cannot be used at all fully, as there are no funds for its upkeep.

Choir School.

This is a day school, all the boys living in York.

Amalgamation of Offices.

It would be impossible to combine the offices of Archbishop and Dean.

It has been the policy of the Archbishop to make the Cathedral as diocesan as possible, and the Diocese and Cathedral work well together. It would be better to use this combination to bring members of the Cathedral staff back to their proper functions, rather than give them new functions *e. g.* Diocesan Missioner or Suffragan. The Chancellor should be the chief educational officer of the Diocese as well as of the Cathedral. The Treasurer should be the chief financial officer of both Cathedral and Diocese. This would help to spiritualise diocesan finance. The Precentor should be the chief musical authority for the Cathedral, Diocese and Province. This latter official would have to be paid from Cathedral funds. The other two might be paid partly from Cathedral funds and partly by the Diocese; in the present state of good feeling between the two this could probably be arranged. If the Cathedrals could really be seats of learning and study it would be a good thing, but this does not seem to have been achieved.

THIRTY-EIGHTH WITNESS. The BISHOP of WAKEFIELD (The Rt. Rev. G. R. Eden).

12th July, 1922.

1. Précis of evidence as supplied by witness.

General, Long experience and limitations.

1. *Income of Bishop—whether adequate, etc.*

Depends on fixed charges such as episcopal help, chaplain, secretary, telephone, stationery, printing, postage, books, travelling expenses, size of house, amount of hospitality, etc.; and on character of Diocese. Will submit summary of own accounts for ten pre-war and two war years, under headings of expenditure. With strict economy and modest hospitality in normal times, £3,000 p.a. sufficient for married man with family, with reasonable house and garden in a district like my own, but no margin.

2. *Episcopal residences.*

(*a*) Keep a few ancient houses for historic Sees: assign money for upkeep.
(*b*) Existing houses—deal with each on merits.
(*c*) Future houses—much to be said for separating the idea of the Bishop as an ordinary householder and the Bishop as head of the Diocese. Ordinary average house for married man with family, and with a few spare rooms, would be adequate for the former. Connected with that, perhaps with a covered way, might be the official half of the residence, containing cubicles for ordination candidates or retreatants, chapel, hall, business room, and room for private interviews; this part of the house to be maintained by diocesan trustees.

3. *Division of income—personal and official.*

On the whole, yes. But would deprecate proposal to make latter portion an annual charge on diocesan funds, *i. e.* on the parishes, unless it were administered apart from the Bishop's control.

4. *Need of New Bishopricks.*

Not in favour of immediately planned scheme for many new Sees. Impossible in this transition time to foresee deeper issues. It might deprive Church and Realm of scholarly, learned and thinking leaders. The ideal of an "active" Bishop gone too far. The G.O.C. should not be too often in the fighting line. Great possible changes impending in social and national position of Bishops. Would deal with clear cases for sub-division, but pause before attempting new Provinces with crowd of less important Bishops.

5. *Bishop's contributions to Diocesan and Charitable Funds.*

Leave entirely to discretion of Bishop. Any sum known to be set aside for this purpose loses the grace of giving and becomes a tax.

6. *Stipends of Archdeacons.*

No uniform plan at present possible. Should aim at setting Archdeacons free from heavy parochial duties. Central funds (such as Ecclesiastical Commissioner's £200 p.a.) to provide expenses only.

7. *Remuneration of Rural Deans.*

These should receive out-of-pocket expenses by a fixed sum proportioned to scale of duties. Where no existing endowment Diocesan Board of Finance to provide.

Other points :—

8. *Cathedrals which are parish churches.* Ask leave to submit memorandum if desired, and attend again.

9. *Pensions for lay workers.* Ask leave to submit memorandum if desired, and attend again.

10. *Patronage.* Would prefer to postpone.

2. Summary of oral evidence of witness.

Size of Diocese.

There are 181 benefices and 60 stipendiary curates. The area is not large and communications excellent. The average population per benefice is 4,300. The Diocese tends to be too small, as it is not large enough to have many learned and important clergy. There are practically no easy benefices whose incumbents can help generally in the Diocese.

Bishop's Income.

This is £3,047 p.a.; with strict economy and moderate hospitality it is just sufficient for a married man.

Apportionment of Income.

It is very difficult to draw the dividing line if the house is not divided. The gifts to charities should be from the personal income, otherwise all grace of giving is lost. The official part of the income should be administered by the diocesan authorities to avoid criticism or friction.

Bishop's Residence.

This is let. It was too expensive and was also inconvenient. It is a modern house with large grounds and no good rooms for entertaining.

Historic residences should be kept up by funds provided from the income of the See or some other source. It is an asset for a Bishop to have a good house. New residences should consist of two parts, the private house and (joined by covered way) the official part, consisting of cubicles for retreatants, etc., chapel, offices, meeting rooms and a large hall. The official part should be kept up by diocesan trustees and could be used as diocesan headquarters. If this were done, the division of income would be possible. It is not, of course, possible to divide the existing residences. The Wakefield Diocesan Board would probably be prepared to finance the official part of such a residence.

Canonries.

The Michael Sanderson Trust fund of £60,000 to endow the Cathedral allows for canonries, two at £700 with £50 house allowance, one at £300 to be held by the Vicar of Wakefield, and one other which has not been filled at £140. Canons are most useful in diocesan work.

Archdeacons.

There are two Archdeacons, who hold the two £750 canonries. They are fully occupied. It is a great thing that they are free from parochial duties. It would be advantageous to the Diocese concerned if some of the Archdeacons had Episcopal Orders.

Rural Deans.

There are six rural deans. They receive a small grant (£5 to £10) from the Diocesan Board for their expenses.

Suffragan Bishop.

There is no Suffragan, but a fund was provided (now exhausted) for obtaining episcopal help. Such help is very important and greatly eases the burden on the Bishop's shoulders.

Augmentation.

Both capital and annual payments are made for this purpose. It has been possible to make up half the deficiency of all livings below £400. £500 p.a. would be more than is necessary as a minimum stipend for an incumbent if the value of money were normal.

Amalgamation of Offices.

It would not be a good thing to combine the offices of Bishop and Dean where there are a great many actual Cathedral activities. This does not necessarily apply where the Cathedral is the parish church.

Lay Workers' Pensions.

It is most important that these should be provided for stipendiary lay workers. Some such system as the National Deposit Friendly Society system might be applicable.

New Sees.

At the present the Church is in a transition stage, and it would be very unwise to inaugurate any general policy of subdivision of Dioceses. Obvious cases should be dealt with on their merits, but no Diocese should take action without the help and advice of the Province. Any specific division may militate against a far better general rearrangement at a later date, as in the case of Wakefield and York. The idea of a multiplicity of small bishopricks is bad; the clergy like constant visits and someone to preach for big occasions, but this is not the right idea. A Bishop's duty is to see that the clergy do their duty.

THIRTY-NINTH WITNESS. MR. S. H. NICHOLSON, Organist and Master of the Choristers of Westminster Abbey.

24th October, 1922.

1. Précis of evidence as supplied by witness.

1. The importance of the maintenance of choral services and choral foundations as one of the chief functions of a Cathedral; and the value of these from a religious and educational point of view, and as preserving an important historical tradition.

2. Evidence gathered from 21 English Cathedrals, relative to the present position in regard to maintenance of choral services.

The traditional arrangement of two daily choral services throughout the year is now only maintained in 3 Cathedrals.

At 1 Cathedral there is 1 plain service weekly.
At 5 Cathedrals there are 2 plain services weekly.
At 5 Cathedrals there are 3 plain services weekly.
At 2 Cathedrals there are 4 plain services weekly.

At 5 Cathedrals choral mattins has been entirely suspended, except in some cases on Saints' Days, and evensong is not invariably choral.

In all these Cathedrals some of the choral services are suspended in addition during the holidays.

In the case of 4 Cathedrals no direct evidence has yet come to hand, but in at least 3 of them a large number of choral services have been suspended.

In only 6 Cathedrals has there been no curtailment of choral services in recent years (dating from the War).

3. Choir Schools are at present retained in most Cathedrals, though some have been abolished, and the continuance of others is seriously threatened.

4. Reduction of the staff of lay clerks has taken place (since the War) at 5 Cathedrals; in many places it is difficult to fill vacancies as they arise owing to inadequate stipends and the absence of a provision for pensions. In many cases where a reduction in the number of choral services has been made the intention is to make the work of the lay clerks easier instead of increasing their salaries. The gain to the lay clerks is often more imaginary than real, and most lay clerks would welcome a return to the full complement of services.

5. *Salaries of musical staffs.* (Evidence from 19 Cathedrals.)

The salaries of lay clerks range from £90 to £200 per annum.

In 9 Cathedrals the salaries are £100 or less.
In 6 Cathedrals from £100 to £150.
In 4 Cathedrals upwards of £150.

The salaries of organists range from £200 to £500.

In 7 Cathedrals from £200 to £250.
In 7 Cathedrals from £250 to £300.
In 3 Cathedrals from £300 to £400.
In 2 Cathedrals from £400 to £500.
In 5 cases there is also an organist's house, rent free.
In 4 Cathedrals no provision is made for an assistant organist.

The allotment for the stipends of the musical staff under the Order in Council of 1868, however adequate it may have been at that time, is now quite insufficient. The salaries of the servants of Cathedrals, such as vergers and particularly workmen, have perforce been raised sufficiently to meet the change in the value of money. But even in those cases where the salaries of the musical staff have been augmented the increase has not been in proportion, and in many cases has been dependent on the personal generosity of the members of the Chapter.

Further, the status of Cathedral organists has so greatly changed since the statutes were promulgated, and even in the last quarter of a century, that the disparity between the organists' salary and that of the superior clerical dignitaries is too great, seeing that the organist is responsible personally or by deputy for every choral service in the Cathedral as well as for training the choir, and that the present requirements for a Cathedral organist demand a long and expensive training. It should not be necessary for a Cathedral organist to turn to such a large extent as at present to outside sources in order to make a sufficient income on which to live.

It seems only just, therefore, that the settlement of 1868 should be readjusted to meet the needs of the present time.

6. Two features stand out conspicuously as distinguishing the Cathedral from the ordinary Church. These are the architecture and the music. Each of these is a heritage from the past, and it is incumbent on the present generation to hand them on intact. Cathedral music, which has a continuous tradition in its present form of nearly 400 years, and is at least coeval with the English Prayer Book, should no more be regarded as a transient thing, to be maintained or abandoned at will, than the fabric. Not only should Cathedral music be sufficiently endowed to meet current expenses, but a sinking fund should be established in each Cathedral to meet exceptional expenditure, such as pensions, and especially the upkeep, repair and rebuilding (as occasion arises) of the organ. A sufficient sum should also be allowed for the upkeep and repair of the music library.

7. The present unsatisfactory state of things is generally attributed to lack of sufficient revenues. It is respectfully suggested that a remedy lies in the re-apportionment of the total revenues of each Cathedral on the basis of adequate payment for the statutory duties assigned to each office, even though such a redistribution might involve a reduction in the number of those holding Cathedral preferment.

8. The Archbishops' Committee on Church Music, at their last meeting, on October 10th, adopted unanimously the following memorandum on the subject of Cathedral music. I, as a member of that Committee, am authorised to bring this Memorandum before the Commission on the Property and Finance of the Church :—

> "The Committee desire to emphasise the importance of the Choral Foundations associated with the ancient Cathedral and Collegiate Churches, as being the chief means of preserving the great traditions of English Church Music. They consider the principle of holding two daily choral services, which dates at least from the period of the First English Prayer Book, to be an integral part of the Cathedral system; at the same time they recognise that the actual form of such services, as well as the hours at which they are customarily held, may not be such as are best suited to modern needs. The maintenance of choral establishments on an adequate footing they consider to be one of the chief obligations of a Cathedral Chapter, and as this involves a sufficient number of competent lay clerks (at least six), and provision for the education of the choristers, it may in many cases necessitate either a redistribution of available funds, financial assistance from outside sources, or the suppression of one or more clerical offices. Such a course, however regrettable, is, in their opinion, far preferable to the abandonment or curtailment of one of the most important and valuable of the activities of these foundations."

The Church Music Society, at their annual meeting on July 3rd, 1922, unanimously passed the following resolution, and directed that a copy should be sent to each Dean and Chapter. Sympathetic replies were received from many of the Deans individually, and the matter was considered by the Deans at their meeting :—

> "Resolution.—The Church Music Society views with alarm the increasing tendency to suppress or greatly diminish the musical activities of Cathedrals. In particular they greatly regret any surrender of Choir Schools, which, as training grounds for musicians, have been an important factor in the musical life of England. And they feel that the principle of providing two daily choral services ought to be maintained."

The following reply was received from the Dean of Chichester :—

> "The resolution of the Church Music Society respecting Choral Services in Cathedrals and the maintenance of Choir Schools having been submitted to the Deans of England and Wales at their annual meeting held at Worcester, July 20th, 1922, the Deans desire to state that they are as anxious as any member of the Church Music Society to maintain daily Choral Services and Choir Schools, but it is becoming increasingly difficult to do so owing to the increased requirements as to education, which

necessarily lead to an increase in school hours, and lessen the hours available for choir services, and also to the alteration in the value of money, which renders the former meagre salaries absolutely impossible. The Deans and Chapters, not having funds from which they can increase the salaries, have been in some cases compelled to decrease the demands on the time of the lay clerks, in order that they may supplement their salaries by other remunerative work. No Deans and Chapters would willingly surrender a Choir School, but the increased cost of education and expenditure generally renders it almost impossible to continue them.

"If the Church Music Society will turn its attention to agitating for increased endowment for Cathedrals, they will find that the Deans and Chapters will gladly continue to maintain the daily services as of old.

"J. J. HANNAH,
"Hon. Sec. to the Deans' Meeting."

2. Summary of oral evidence of witness.

Organists.

The present range of salaries for Cathedral organists is £200 to £500, in many cases quite insufficient to keep up their proper status. A certain amount of private practice and teaching is a good thing, but it ought not to be necessary—as is often the case—for the organist to spend the whole of his spare time in outside work in order to live. The salary should be fairly proportionate to the work done as compared to other offices of the Cathedral, *e. g.* Canons. The organist does a great deal of voluntary work for diocesan music. The revenues of the Chapters should be reapportioned more fairly amongst the Cathedral staff, even though it may mean a reduction in the number of offices. There are not so many organists being trained now, and those who are being trained are often attracted by cinematograph theatres, which give £500 to £1,000 a year. This should be the minimum scale for Cathedral organists. Assistant organists often receive as little as £10 to £20 p.a.

Lay Clerks.

It is essential to preserve at least six lay clerks in each Cathedral, even at the cost of suspending canonries. Six is the minimum number that can render the music. Salaries now range from £90 to £200. £150 is being aimed at as the lowest salary, and should be the minimum. Conditions as to other work differ very much in different places, but in every case the lay clerks do some other work. This is very desirable, as otherwise they would have too much spare time on their hands. The character of men now appointed is excellent, and much better than fifty years ago. A limit should be fixed to the retention of office, and a pension scheme should be inaugurated. Contributory schemes are being attempted in many places now. In five Cathedrals have numbers been reduced, owing to the impossibility of filling such badly paid posts.

Choir Boys.

Sixteen to twenty is the minimum necessary. About half these would be really effective, the others being in course of training or past their best. The boys' voices are generally best between the ages of 12 and 14. The choir boys often make the best lay clerks afterwards.

Choir Schools.

One or two Choir Schools have been abolished. The expense has gone up very much in many cases. Where there are no Choir Schools the boys are sent to outside schools. This is not satisfactory, as it entails giving up the choral mattins, and also the boys' education is much interfered with. It is absolutely necessary to have some form of Choir School if the education of the boys is to be efficient. The music itself is a serious study and good education. The choir boys in a Choir School are quite as well if not better educated than other boys in a similar school. The Choir Schools are practically the only means of young boys receiving a really good musical education, and as such are very valuable. An attempt is sometimes made to carry on the boys' education after their voices have gone till 18 or so.

Cathedral Services.

There has been a very considerable reduction in choral services in Cathedrals. It started some thirty years ago and was much accentuated during the War, and still continues. This reduction is largely due to financial considerations, but also in some cases members of the Chapter prefer the shorter service. The really important consideration is at what hours these services should be held. If mattins were earlier and evensong later it would probably suit all the staff and the public better. Very few of the public ever attend mattins in Cathedrals, whether choral or said, except in the summer months.

Objects of Choral Services in Cathedrals.

The holding of choral services is not merely a question of providing something useful for the public. It is valuable to have the services, even if there are no public listeners, and they are worth paying a lot for. They are of the essence of the Cathedral if the Cathedral is to be properly equipped. They are fully justified and necessary on the following grounds: (*a*) as artistic monuments, (*b*) as solemn acts of worship, (*c*) as historical representations of English national music, (*d*) as a truly national school of music, (*e*) as the only permanent and endowed means of exhibiting this national music, and (*f*) as a great and ancient heritage which forms a national possession of value.

Choral Services in New Cathedrals.

It is not possible to press for fully choral services at the moment in the new Cathedrals, though such services are just as much of the essence of the new Cathedrals as of the old. The old Cathedrals should be put on a proper footing first. The new Cathedrals have, as a rule, no endowed choir, and it would be difficult at the present time to endow them.

FORTIETH, FORTY-FIRST AND FORTY-SECOND WITNESSES. The Rev. Canon T. A. LACEY, Mr. H. C. KING, and The Rev. BARTON R. V. MILLS (Secretary), representing the Association for Improving the Status of the Unbeneficed Clergy.

24th October, 1922.

1. Précis of evidence as supplied by witnesses (in form of letter dated 24th January, 1922).

" To the Secretary of the Church Property Committee of the National Assembly.

" Sir,

" The Council of the Association for Improving the Status of the Unbeneficed Clergy desires to place before your Committee the following considerations on the emoluments of assistant curates and their tenure of office.

" These matters are at present regulated by the Pluralities Act (1 & 2 Vic. cap. 106) and the conditions imposed are in a great measure determined by the purpose for which that statute was enacted. It was intended to correct the abuses arising out of the practice of holding benefices in plurality with the consequent non-residence of many beneficed clergymen, and the provisions relating to curates were subordinate to that object. There were at the time not many assistant curacies, the curate contemplated by the Act being usually the deputy of a non-resident incumbent; if pluralities were made to cease, or greatly reduced in number, and the normal establishment of one priest for each parish were retained, it was not unreasonable to expect that every capable priest would before long be promoted to a benefice, and a curacy would be no more than a temporary provision for him until such promotion was attained.

" These conditions have been seriously altered by a large increase in the number of assistant curacies. Further modifications are now being made by a partial return to the system of pluralities and the union of parishes, changes which will tend both to increase the number of curates and to diminish their expectation of preferment. It becomes evident that many clergymen must serve for a long period, perhaps for life, in the position of an assistant curate. The change is inevitable, and is not to be deplored, for some men are better fitted for special work in a large parish than for a sole charge, and with an improved status some may prefer it. But the altered conditions make the provisions of the Pluralities Act in some respects unsatisfactory.

Tenure.

" With one exception, the tenure of an assistant curate affords little ground for complaint. He can be removed on a six months' notice given him by the incumbent with the consent of the Bishop, there being an appeal to the Archbishop in case the Bishop's consent be refused. If the Bishop were always to insist on a quasi-judicial enquiry before giving his consent, for which there are precedents, the procedure should work well; but justice seems to require that the curate, as well as the incumbent, should have a right of appeal.

" The one exception which gives offence is the right of a newly appointed incumbent to dismiss at six weeks' notice, without reference to the Bishop, any curate whom he finds licensed in the parish. This was apparently intended to meet the case of a new incumbent succeeding one who had been non-resident. He would at once supersede the curate in charge. It is significant that this right of dismissal is coupled in the Act with an obligation on the curate's part to surrender the house of residence. The right may well be retained in such cases, which are now of rare occurrence; but it seems unreasonable in the case of an assistant curate licensed to the parish, whose services will presumably be still required, and who enjoys the confidence of the Bishop.

Emoluments.

" The stipend of an assistant curate is a legal charge, and the first charge, on the income of the benefice, recoverable in case of need by sequestration. This was a reasonable arrangement under the conditions prevailing at the time when the Pluralities Act was passed, and

it afforded ample security. It becomes an absurdity when a parish is served by several assistant curates whose stipends may amount to far more than the whole income of the benefice. In point of fact these stipends are provided by various methods, some of which are undesirable. The law is evidently at fault here, and reform is urgently needed.

A Diocesan Basis.

" Our Association has advocated a reform by which the unbeneficed clergy should be put on a diocesan, rather than a parochial, basis. During the necessary period of transition the present system may be left in working for those who wish to avail themselves of it. It is suggested that a diocesan roll of clergymen licensed by the Bishop should be established; they should be retained on the roll during good behaviour, receiving an adequate stipend from a diocesan fund; they should be assigned to parishes by arrangement with the incumbents, and the parishes enjoying their services should pay suitable contributions to the diocesan fund; in old age or disablement they should remain on the roll as *emeriti*, performing the light duties of which they may be capable.

" This plan would secure permanent and continuous employment for unbeneficed clergymen, as well as an ultimate pension. They would be freed from the unpleasant and sometimes unedifying incidents of seeking curacies by advertisement or otherwise. They would have a dignified position as the clergy of the Diocese, in which many of them might rest content without promotion to a benefice. It might be that those only would accept such promotion who had a special bent for the work of organising a parish.

" Submitting these considerations on behalf of the Council of the Association,

" I remain,

" Your obedient Servant,

" J. PENDEREL-BRODHURST,

" Chairman."

2. Summary of oral evidence of witnesses.

General.

The Association has about 600 members, not many of them unbeneficed clergy. Several Ruridecanal Conferences have approved the suggestions of the Association.

Defects of the Present System.

Tenure. There are two serious defects which should be remedied: (*a*) the right of an incoming incumbent to dismiss any curate he finds in the parish with six weeks' notice should be made subject to an appeal to the Bishop; (*b*) when the Bishop consents to the dismissal of a curate with six months' notice the curate should have a right of appeal to the Archbishop.

Stipend. There is no security for the payment of the curate's stipend at the present time, except the right of the Bishop to sequestrate the benefice to pay it, and in some cases the benefice is not of sufficient value to pay the curates' stipends. If the incumbent gets rid of the curate, the curate is without stipend until he can find another place.

Method of engaging Curates. The present method of incumbents advertising and trying to attract curates is quite wrong and very undesirable.

Suggested Alterations.

There must be a radical alteration of the relationship between incumbents and curates. The curate should be an officer of the Church with a diocesan status, and not merely the personal employee of the incumbent. At the same time the present entirely haphazard method of appointing curates and obtaining posts for ordinands should be abolished. To this end a roll of curates should be made up by the Bishop for each Diocese. No person could claim to be put on such roll; the Bishop would determine the number to be on and who should be put on (possibly in consultation with a diocesan committee). The Bishop would then be responsible for placing those who were on the roll; this would be done in consultation with the various incumbents. Once on the roll a curate would be entitled to a certain minimum stipend from the Diocesan Fund during his good behaviour and for life. This stipend would be a minimum, and could be increased according to the

actual work he was doing. The stipends would be fixed by the Diocesan Board and paid from a fund contributed to by all parishes according to their wealth. Curates would remain on the roll, though given six months' notice to leave the parish, but if summarily removed the cause would probably be sufficient to entail removal from the roll as well. The Bishop would retain his power to withdraw the curate's licence. The cure of souls would remain in the incumbent, though his autocracy would be diminished, which would be a good thing. There would be no harm in an incumbent and curate having to work together, though the curate was not appointed by the incumbent. The curate might be deprived of his power to leave at three months' notice. The Bishop would be the ultimate authority in all these matters, though he would no doubt consult the Diocesan Board.

The scheme would entail a limitation of ordinations so as not to overfill the rolls; but supernumerary curates would remain in just the same position as those now licensed without a charge.

There are many good assistant clergy who are not suitable to become incumbents, and one of the great objects of this scheme is to deliver the unbeneficed clergy from the perpetual desire to become beneficed.

FORTY-THIRD WITNESS. THE DEAN OF CHESTER (The Very Rev. F. S. M. Bennett).

25th October, 1922.

1. Summary of oral evidence of witness.

The Financial Position.

The financial position of the Cathedral is on the whole very satisfactory. There was a considerable deficit, but this has now been reduced to £500. The endowments are largely agricultural land, a good deal of which has been sold in the last two years, considerably increasing the income. The Cathedral was thoroughly restored in 1875, except the north wall, which requires some £5,000 to be spent on it. Restoration has been done out of monies collected, and £25,000 has been spent in this way in the last few years. A good deal of this sum was spent on the old domestic monastic buildings, which are now in a sound state of repair. There is an income from voluntary sources of £3,000 a year; £1,000 from visitors, £450 from a freewill offering scheme, and the rest from collections, etc. There is some feeling amongst local incumbents as to the collection of freewill offerings, etc. The Cathedral now contributes to the Diocesan Fund more than any city church. The cost of keeping up the fabric when restoration is completed should not exceed £500 p.a., which is practically the income of the Tarporley estate, which is set aside as a fabric fund.

There are four Canons, who receive £600 p.a. By voluntary arrangement their incomes do not exceed this figure, as it would not be right to increase the stipends while appealing for funds from the public, and while parish priests are so poorly paid. Three of the Canons live in Chester, one has a living outside, which he is giving up. One Canon is an Archdeacon. This arrangement is quite satisfactory for the Diocese, but from the Cathedral point of view it is desirable to have whole-time Canons. The custom of attending the Cathedrals for three months and then not again for nine months ought to be got rid of. Two whole-time Canons would be sufficient, one other might also be an Archdeacon, and the remaining monies might be used to pay two or three older clergy £200 to £250 p.a. each to help in the Cathedral work, taking occasional duty as special service clergy. These older clergy could spend time in the Cathedral, adding to the worship and religious atmosphere and talking to the visitors, etc. An Archdeacon who is also a Canon is apt to become so absorbed in his diocesan work that he cannot give proper attention to the Cathedral work. There should be a retiring age for Canons and the Dean, 65 to 70, with an extension possible.

Honorary Canons.

The more use that can be made of these the better. They preach by invitation only.

Minor Canons.

There is one Precentor and two Minor Canons; one is the head master of the Choir School, the other does a good deal of curate's work and is librarian. They have separate estates. These should be pooled with those of the Chapter. At present they receive £400 p.a. each. Their tenure of office should be limited to five years, otherwise it is demoralising and there is not enough responsibility for a man. Few of the livings in the gift of the Dean and Chapter are large enough to attract the Minor Canons to give up their offices.

Lay Clerks.

There are six lay clerks, who receive £150 a year each. This is adequate, as they all have other occupations. They are mostly of the clerk class.

Vergers.

There are two vergers and one assistant. On special days they are helped by diocesan messengers, C.E.M.S. members and other volunteers. The bedesmen do the work on Sundays. It would be better to have two vergers and two or three regular cleaners. The cost of the vergers in the Cathedral has increased owing to increases in salary only.

Houses of Residence.

There is one house for the Canons, which is let, the rent being divided between them. There are houses suitable for all the Canons, but they are let. In Chester it is a new idea that the Canons should all be permanently resident. It would be better if the Canons' houses could be kept in repair for them, but this really raises the whole question of parsonage houses.

Choir School.

This is a day school of twenty-five boys. It is much better to have a proper school for the purpose; it is not satisfactory to use another school, owing to awkwardness of hours. The school is cheap and efficient. One Minor Canon is head master, and there is one assistant at £160 p.a. Outside teaching is made use of. The attention given to music is very valuable educationally. Preference is often given to Choir School boys by large employers. There should be an opportunity for the boys to be helped to become ordinands.

Cathedral Services.

Each day there is an early celebration, mattins at 10, evensong at 4.15. On Sundays two early celebrations, mattins 10.30, sung eucharist 11.30, evensong 3.30, and nave service 6.30. The services are choral, except Wednesday evensong, which is said, and Monday and Friday mattins. The preaching at the services is by arrangement; there is no hard and fast rule.

Great Chapter.

The Great Chapter is a new foundation, and has no control of the Cathedral. It is a valuable link between the Cathedral and Diocese.

Management of Estates.

This is retained by the Chapter, which is much more satisfactory and lucrative than their being taken over by the Ecclesiastical Commissioners.

Visitors to the Cathedral.

Since the 6*d.* charge was taken off the amount of money given by visitors has increased enormously. It was about £150 p.a., on which tax had to be paid, and it cost £120 p.a. to collect it. Now there is no tax, no cost of collection, and the income is nearly £1,000. The Cathedral is very well placed for visitors. The Cathedral must be made hospitable, interesting, and above all religious to attract visitors. It should also be the parish church of the Diocese in a true sense, and the centre of the corporate life of the Diocese. The idea of regular pilgrimages from different parts of the Diocese to the Cathedral is worth encouraging. The increase in the number of visitors has not led to increased expense or trouble. The more people there are the easier they are to look after. The Cathedral is always open during the hours of daylight.

FORTY-FOURTH WITNESS. THE BISHOP OF SOUTHWARK (The Rt. Rev. C. F. Garbett).

25th October, 1922.

1. Summary of oral evidence of witness.

Size of Diocese.

The population of the Diocese is over 2½ millions; there are 318 parishes and over 600 clergy. Some of the parishes have fifteen to twenty-five thousand inhabitants. The work is largely of a missionary character. The poverty of the Diocese is great, and if the suburban and country districts were taken away, the financial position would be hopeless. There is a strong corporate life, and the Diocese is very compact. Most of the clergy and laity can reach the Cathedral or Bishop's house within half-an-hour: from a few parishes it might take an hour. It is too early to say definitely whether division might not entirely be desirable, but it is not desirable at this moment. To add the rest of Surrey (120 parishes) to the Diocese would help financially, but it would also interfere with the corporate feeling, and would make the Diocese impossibly large for any Bishop.

Bishop's Income.

With prices at their normal level this is quite adequate.

Apportionment of Income.

It ought to be quite easy to show that half the income was used for official purposes. At the present time only one-eighth of the cost of the house is allowed as official; this should be at least half. The following items might properly be considered official: (*a*) rates, taxes and repairs of house, (*b*) secretarial expenses, (*c*) travelling and motor, (*d*) hospitality grant, (*e*) extra expense of official residence over a private residence, (*f*) contribution to pension fund. Alms could not be included, as they would cease to be alms. There would be some difficulty as to the hospitality expenses, but otherwise the division would be both practicable and advantageous.

Bishop's Residence.

This is not larger than necessary. The repairs in the last three years have averaged £130, but normally they would be less: this includes the quinquennial certificate for dilapidations.

Archdeacons.

There are three, two are Suffragans and the other holds no other post, but receives £200 p.a. only, which is, of course, quite inadequate.

Rural Deans.

In many of the deaneries the expenses of the rural deans are provided.

Bishop's Staff.

This consists of a chaplain and a shorthand typist two mornings a week. It is a great disadvantage being unable to afford a full-time shorthand typist.

Fixtures.

The fixtures in the Bishop's residence should be purchased for the See, and not paid for by each incoming Bishop.

Suffragan Bishops.

There are two Suffragans, who are also Archdeacons. They receive from endowments £500 p.a. each and £200 as Archdeacons, but no house. It would be impossible for them to hold benefices. They should be paid £1,000 p.a. Two are sufficient for the work. Their work is divided geographically and they have definite diocesan duties, *e. g.* responsibility for the evangelistic work, the Board of Missions, women's work, etc. All appointments are discussed with them at regular meetings.

Augmentation.

There are two funds, the Diocesan Fund and the South London Church Fund. The Diocesan Board collects money in the Diocese. A certain proportion of this—as fixed by the Conference—is paid over to the South London Church Fund. Parishes are allowed to earmark money for the South London Church Fund, which money counts towards their quota. The South London Church Fund also collects money outside the Diocese. It would be better if the two funds were amalgamated, though they work closely together.

The Diocese could never by itself entirely undertake the maintenance of the ministry. It is doing a good deal. Two years ago enquiry showed that to secure for incumbents £400 with a house, or £480 without a house, and a stipend from £210—£250 for the assistant curates, an additional sum of £27,000 per annum would be required. It was hopeless to attempt to raise this centrally, so commissions were sent to the various parishes. Their efforts were so successful that it was necessary to appeal only for £8,000 per annum, as so many of the parishes made themselves responsible for an increase in the stipends of their clergy. £8,000 per annum is now asked for during five years. During this period every effort will be made to augment permanently the endowments, especially with the help of the Ecclesiastical Commission. The more wealthy parts of the Diocese are very good in helping the poorer parishes.

Division of Sees.

The unit of episcopal labour cannot be based on population, but should be based on the number of parishes and of clergy. Personal knowledge of the clergy is most important, and if in five years the Bishop does not get to know the clergy and the parishes the Diocese is probably too large. If Southwark was divided it is doubtful if it would really reduce the work of the Bishop; he would be expected to spend more time in dedicating lecterns, tablets, etc. The clergy demand corporate life and a very close relationship with the Bishop.

FORTY-FIFTH WITNESS. The Rev. Canon A. G. Robinson, Treasurer of Winchester Cathedral, and late Archdeacon of Surrey (resigned November 1922).

25th October, 1922.

1. Précis of evidence as supplied by witness.

Winchester was one of the Cathedrals which preferred to retain a part of their estates in lieu of a fixed annual payment from the Ecclesiastical Commissioners. The Dean and Chapter soon found themselves in serious financial difficulties, and incurred debts which will not be entirely paid off until 1933. Eventually the Commissioners took over the estates, and gave tithe rentcharge in exchange to form a single common fund. It was estimated that provision had been made sufficient to give each Canon an income of £917, and to the Dean about £1,974. Owing to an under-estimate of the cost of maintenance the average income of Dean and Canons has been considerably less than was intended.

The advantage of tithe rentcharge as a source of income for parochial clergy is that under the Act of 1836 (until the bargain was upset in 1918) its annual value rose and fell with the cost of living. But in the case of Cathedrals so endowed considerable inconvenience arises. A large part of the revenues at Winchester is paid away as fixed salaries to incumbents of parishes, Minor Canons, organists, lay clerks and other members of the Cathedral staff. There are also heavy outgoings on repairs to the Cathedral and Close houses. When tithe rentcharge fell in value no reduction could be made in these salaries, and they had to be considerably increased when the cost of living rose during the War.

The Dean and Canons are paid out of the residue left after all other charges have been met, and therefore any reduction in the annual value of tithe rentcharge has had to be borne entirely by them. In 1908 the income of a canonry stood at £470, and the average income during the last fourteen years has been £728.

The statement of income and expenditure sent by the Dean was in reference to an altogether exceptional year. During a part of the year the deanery and a canonry were vacant; and the Chapter had decided to postpone repairs to the Cathedral and Close houses owing to the excessive cost of all builders' work. The Canons therefore received for that year an unusually large dividend. Possibly it would have been wiser to carry forward a substantial balance instead of sharing out the whole residue, though the legality of doing so might have been called in question. The Dean and Canons suffer inconvenience not only from uncertainty in the amount of their dividends, but also from delay in receiving it. The Cathedral year begins on October 1st. The first income of any substantial amount to be received is tithe rentcharge, due on April 1st, but not recoverable until July 1st. The second half-year's income is due on the following October 1st, but is not recoverable until three months after the end of the financial year. Right through the year large sums have to be paid out as weekly, monthly or quarterly salaries, and in meeting other ordinary current expenses. The Dean and Canons have to wait until all other demands have been satisfied. A Canon appointed on October 1st receives nothing until the following Michaelmas, and then only gets a first instalment of £75. His income is always from twelve to fifteen months in arrears. This presses very hardly on new-comers, though a Canon always has the satisfaction of knowing that his estate will continue to receive income for a year after his death.

The maintenance of the Cathedral music has been an increasing charge on our revenues. During the year 1920–21 the total expenditure (including salaries of Minor Canons) was above £4,000, of which about £270 was taken out of the Cathedral Alms. When the last bargain was made with the Ecclesiastical Commissioners the cost of the Choir School was estimated at about £300; it has now risen to about £1,200. The number of Minor Canons has been temporarily reduced from four to two, but the aggregate sum paid to them is larger than before.

If the Diocese of Winchester is divided as suggested by the Diocesan Conference, the Dean and Canons have consented to the suppression of a canonry (reducing the number of Canons from five to four) and to the transference of a capital sum estimated to produce an income of £600 to be used as a nucleus for the foundation of Chapters in the new

Cathedrals. No further reduction of the Cathedral staff could be made without entire dislocation of the work of the Cathedral. Two of the Canons are Archdeacons. One of them receives £200 per annum from the Ecclesiastical Commissioners; the other is unpaid.

Winchester Cathedral is trying to become an increasing power for good in the religious life of the Diocese and city. Any crippling of its financial resources would hinder a work which we believe to be of real value to the Church.

2. Summary of oral evidence of witness.

The Financial Position.

The Chapter was re-endowed in the last century with tithe rentcharge in lieu of land, upon the basis of the expenses as estimated by the Ecclesiastical Commissioners on figures supplied by the Dean and Chapter. This estimate was a good deal too low, *e. g.* the Choir School was estimated for at £300, it now costs £1,100. The fluctuations in tithe have increased the difficulties, especially for the Dean and Canons, whose stipend comes from what is left over after other charges have been met. No land is now held, only tithe rentcharge and a few investments. It would be greatly preferable to assign to the Dean and Canons a fixed income. £113,000 was subscribed by the public to save the Cathedral from falling. This expense was due to the original faulty foundations. This sum has nearly all been spent, a portion of what was over being used for ordinary repairs. The maintenance of the fabric will in future require £800–£850 p.a. for the Cathedral, and a further £650–£700 p.a. for the Close houses.

Suppression of a Canonry.

It is proposed to suppress one canonry when the Diocese is divided and use the money to help to endow the new Chapters.

Archdeacons.

The archdeaconry of Surrey is attached to a canonry, so that the Archdeacon does not get the usual £200. The other Archdeacon gets the extra £200. It is much better for an Archdeacon to hold a capitular position than to be beneficed. He is then more in touch with the centre of the Diocese.

Canons.

There are five canonries, one being vacant. Two of the Canons are Archdeacons, and one was Canon Missioner. The stipend of each Canon is supposed to be £917 p.a. Fourteen years ago it was as low as £470; last year it was just over £1,000. In addition they (and the Dean) have houses rent free, with landlord's repairs, and rates and taxes paid. The statutes provide that the repairs shall be done; the payment of rates may be *ultra vires*. If two Canons are Archdeacons the minimum staff would be four Canons. Two whole-time Canons could probably do the work, but this would be very undesirable, as it would sever the Cathedral from the general work of the Diocese. Canons should never hold benefices, as it is inconsistent with Cathedral service. It is undesirable to have a Canon Missioner, as he may be unable to continue the mission work and yet still remains a Canon. The right stipend for a Canon would be about £900 p.a. in addition to the free allowances above quoted. The arrangement by which the stipends are paid twelve months in arrear is very bad, as it may make it necessary to borrow in order to live during the first year.

Minor Canons.

There were four at £150 a year without houses. There are now two; the Precentor receives about £450, the other about £325. With a lower stipend it is impossible to get a suitable class of man. Two are sufficient, provided they are not absent through illness, etc. It would be better if the office were terminable at five years, with power to reappoint. They generally get the offer of livings from the Dean and Chapter, but have no statutory right to them. The livings are so poor, however, that they are frequently refused.

Lay Clerks.

Nine are provided for, three of each voice. These are really wanted, as the Cathedral is the largest in England. It would be possible to do with six. There are now seven. They were getting before the War £85 p.a.; this went up to £150 p.a., and has now been reduced to £130. They are chiefly of the superior citizen class, and are all except two employed otherwise. If the hours of services were different it would be easier for them to get employment. There is no pension scheme for lay clerks or Choir School masters, but those who have served well receive pensions.

Houses of Residence.

These are not attached to particular canonries. The Canons have the right to choose in order of seniority as vacancies occur. The Chapter keep all the Close houses in repair from their common fund. Decorative repairs are paid for by the occupier.

Choir and Choir School.

There are eighteen boys in the choir; they cost the Chapter £1,100 p.a., not including interest on the purchase price of the house. Both the Precentor and organist strongly object to the boys going to an outside school for these reasons: (*a*) waste of time going to and fro, (*b*) difficulty of fitting in hours, (*c*) not the same control, (*d*) a more devotional tone in a school of their own. The school is a boarding school and would hold thirty-five boys. There are two masters. The idea of a Minor Canon being head master has been considered and rejected owing to the office of Minor Canon being freehold. The school is being reorganised on the basis of a better class preparatory school, with three masters and seventeen extra boys from outside.

Cathedral Services.

By statute there must be two choral services a day. This is observed except that on Wednesdays the choir have a holiday. If two choral services cannot be continued there ought certainly to be one sung service daily. Late afternoon would be a convenient time, allowing the lay clerks to do a full day's work outside. The Chapter would probably like to be relieved of the necessity of sung mattins. The charge on the Chapter funds for the music takes priority over the Dean's and Canons' stipends. The question of the continuance of the two choral services has chiefly turned on the obligation under the statutes. More people attend said mattins than sung mattins, as the service is shorter—twenty-five minutes as against about fifty. Nothing is gained so far as the devotional life of the people is concerned by having choral mattins; it is difficult to say whether they should be performed simply as an act of worship.

Statutes.

These date from Charles I. and are in many respects obsolete and should be redrafted.

Visitors to the Cathedral.

No charge is made for admission to the Nave. A charge of 6*d.* is made for admission to the parts east of the Choir screen, and brings in £624 p.a. Free entrance is said to have been tried and found a complete failure so far as finance is concerned.

FORTY-SIXTH WITNESS. THE VEN. C. L. DUNDAS, ARCHDEACON OF DORSET, and CANON OF SALISBURY CATHEDRAL.

25th October, 1922.

1. Précis of evidence as supplied by witness.

Principle of Act of 1840 the reservation out of pooled Cathedral properties of an adequate income for the Dean and Canons.

Particular amount specified as adequate in 1840 not an equivalent now.

At Salisbury even the specified "average" has not been received. Successive Orders in Council singularly unsuccessful in their estimates. Deficiency of £30,000.

Salisbury Cathedral under special disadvantages:—

(*a*) Incomes restricted to fixed proportion of "Estate." Forbidden to make up deficiency (as other Cathedrals do) out of surplus.

(*b*) Estate almost entirely tithe rentcharge—subject to limitation to £109, and to excessive rates on tithe (but excluded from relief granted to other clerical tithe-owners, so that Canons pay four times as much as rectors possessing the same income).

(*c*) By Order in Council of 1917 Ecclesiastical Commissioners agreed to make up deficiency in any year, but claimed any surplus, in spite of large shortage previously. Estate improved at very time in value; and so result has been considerable *loss* of income, at time of special stress, when a "bonus" generally given.

Full efficiency of Cathedrals never of greater importance. Develop "diocesan sense," so necessary in days of Diocesan Boards for Finance, Education, etc.

All the Salisbury Canons permanently resident and do large amount of diocesan (and city) work. But have no supplementary income from a benefice.

Forty Prebendaries, Salisbury being an "Old Foundation," have preaching turns, and act as liaison officers between Cathedral and all parts of Diocese.

But the Canons provide the needful hospitality—in accordance with the statutes.

A reasonably sufficient income is therefore a condition of Cathedral efficiency.

But the actual available income of a Canon, after payment of heavy rates and taxes, etc., on house of residence, has been in recent years £250 *at most*, or, in pre-war value, less than £125.

2. Summary of oral evidence of witness.

The Financial Position.

The Capitular Estates Act of 1840 was based on the principle of making an adequate provision for the Cathedrals before handing over the surplus to the Ecclesiastical Commissioners. The stipends for Salisbury were fixed at: Dean £1,000, Canons £500. In 1861 the estates were handed over to the Commissioners, in 1875 there was re-endowment (at the request of the Dean and Chapter) calculated to produce the above stipends. Owing to the agricultural depression these were not realised. In 1896 the Chapter (as a distressed Chapter) was given tithe rentcharge in exchange for lands. In 1917 the Commissioners were asked to make up the stipends to the fixed figure, which they did under the Act, with a condition that if the income exceeds that fixed the surplus shall be repayable to the Commissioners. So that now, though the value of tithe has increased, the surplus over £500 is repayable to the Commissioners. The efficiency of the Cathedral is essential to the Diocese and far more important than augmenting numberless tiny parishes. The Cathedrals should be a first charge on the Common Fund, in accordance

with the spirit of the 1840 Act. The Dean and Canons get three-fifths of the Estate Fund and the Fabric and Service Fund two-fifths.

In addition, there are certain special endowments for the fabric. The Fabric Fund is insufficient in view of certain large expenditure on, *e. g.* spire and ancient glass; it is possible, however, to beg for the Fabric Fund, but not for stipends. It would be much better to change the endowments for a fixed adequate income that could be reviewed from time to time. The houses in the Close should remain the property of the Chapter.

Suspension of Canonries.

One canonry might be suspended, but certainly not two. A Chapter of a Dean and two Canons is too small and all the benefits of Chapter life are lost.

Archdeacons.

The Archdeacons have the extra £200 p.a. It is a good thing to have two Archdeacons Canons, but not more. It is most unfortunate for the others to have to hold parishes. The minimum stipend for an Archdeacon with a large archdeaconry should be £800 p.a.

In the archdeaconry of Dorset, during the fifteen years that a benefice of £285 was held, the extra £200 was entirely absorbed in paying a curate and the necessary outgoings.

Canons.

There are four Canons, all permanently resident. Two are Archdeacons and one a Canon Missioner. All do a great amount of diocesan work, and none holds any benefice; it is very undesirable that they should. Their income is wholly inadequate for living in large houses. Each Canon's share of the rates on tithe amounts to £158 p.a. Out of their £500 over £100 p.a. goes in rates and repairs of their houses. It is a good thing to have a Canon Missioner, as he links the Cathedral up with the parishes. The minimum stipend for a Canon should be £750, and the income of the Canons at Salisbury should be increased to this figure.

Minor Canons.

There is provision for four, but one is suspended, the income going to the other three and the Choir School. They probably get more than the Canons, counting their outside emoluments. It would be much better if their office were terminable at five or ten years. They do not assist at the Nave evening services, as they do not consider it part of their duties.

Choir School.

This is a boarding school with a few day boys, having its own endowments and costing the Chapter very little. It is very important to have a proper Choir School, and of immense value. There are about forty boys—twenty in addition to the choir—of a very nice type. One of the Minor Canons is head master; this works quite well.

Cathedral Services.

There are two choral services daily. This is rather a difficulty with lay clerks, as it interferes with outside employment.

Great Chapter.

There are some forty Prebendaries, who are very valuable as links with the Diocese. They preach in the Cathedral, and by coming to preach get revitalised in the central life of the Diocese.

Visitors to the Cathedral.

The Chester example of throwing the Cathedral open to visitors is being tried, so far with great success. The income has doubled.

Division of the Diocese.

The making of Dorsetshire into a separate Diocese might be accepted, but there is no big town, unless Bournemouth could be drawn in and the Cathedral made at Wimborne. The Bishop thinks the Diocese is too large. It might be well to retain a strong centre like Salisbury if the number of parishes be adequately reduced by grouping.

Grouping of Benefices.

It is unwise to augment and perpetuate numberless tiny parishes. It would be an excellent and feasible idea to group them round collegiate churches as centres, *e. g.* Sherborne and the twelve little parishes around it. A provost could be in charge of the collegiate church with younger curates resident under him, the older married clergy living in one or more of the parsonage houses, the rest of the houses being sold.

FORTY-SEVENTH AND FORTY-EIGHTH WITNESSES. THE BISHOP OF CHICHESTER (THE RT. REV. W. O. BURROWS) (CHAIRMAN) and THE REV. CANON F. C. N. HICKS (GENERAL SECRETARY) of the CENTRAL ADVISORY COUNCIL OF TRAINING FOR THE MINISTRY.

8th November, 1922.

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1. Précis of evidence as supplied by witnesses.

TRAINING FOR THE MINISTRY.

Funds available: Shortage of Supply.

I append a statement under these two heads, but I should explain that it has been impossible in the time available to ascertain the whole of the facts.

For this reason I have in most cases tabulated such facts as I can give at the moment in separate schedules. The general statement may stand as a summary of the position; but I can, if the Commission desires, complete and correct the schedule at a later date, revising the general statement if necessary.

I.—*Funds available for Training.*

The funds available for assisting candidates in their training fall, roughly, under four heads :—

A. Funds raised by the Church as such.

(i) Centrally.

(*a*) Service Candidates.

In accordance with the pledge given by the Archbishops, candidates who served in H.M. Forces during the War, or whose training was delayed or interrupted by work directly connected with the War, and whose names were entered on the register of Service Candidates before June 1920 have been assisted so far as was necessary by the Central Church Fund.

(*b*) Civilian Candidates.

A scheme similar to that devised for the Service Candidates was adopted by the Church Assembly in 1920, including—

(1) A Test School, for pre-matriculation training, and, parallel to this, bursaries for boys still at public schools.
(2) University courses.
(3) Special training, whether in University Ordination Courses or at Theological Colleges, or in a combination of the two.

This scheme was suspended for the present by the Church Assembly at its first session in 1922.

The expenditure under these two heads is a diminishing liability, terminable in 1927, and stands, as estimated, as follows :—

1923	1924	1925	1926	1927
£87,256	£59,932	£35,672	£17,233	£8,719.

(ii) By Diocesan Training Committees.

Appended (*Schedule A*) is the most recent information that I have as to diocesan training funds. It is, as it stands, incomplete. With regard to the adequacy or otherwise of these funds, it should be noted :

(1) That the Central Candidates Committee and the diocesan Committees have

in most cases co-operated in the expenditure on Service and Civilian Candidates, the provision of central money having enabled the Diocese to train more candidates and to give a fuller training.

(2) That the Report of the Relationship Committee of the Central Board of Finance in its original form recommended that training should be for the future a central, and not a diocesan responsibility. The Report was adopted by the Church Assembly (though with notes by the Central Board of Finance which recommended that training should be budgetted for both centrally and by the Dioceses), and some Dioceses acted upon its original form at once by dropping training out of their estimates; others by reducing their training estimates; some ignored the Report.

(3) That, especially in view of the subsequent action of the Assembly in dropping the provision for training out of the central estimates, the position with regard to the Church's own financial provision for training is confused.

B. Exhibition Funds at Theological Colleges. (*See Schedule B attached.*)

The provision under this head is haphazard, some Colleges being well provided with Exhibition money, others having hardly any at all.

C. Funds in the hands of societies, private bodies of trustees, etc. (*See Schedule C attached.*)

The application of most of these funds is limited with regard to the type of churchmanship of the candidates affected. In some cases the practical limitations are sufficiently indicated by the name of the society providing the money.

Of the more or less private trusts (Nos. 7–12) three (Nos. 10, 11 and 12) are definitely for evangelical candidates, while No. 9 is shown by the names of the trustees appointed by the founders' will to be intended for candidates of the opposite kind.

D. Scholarships and exhibitions.

There are a certain number of scholarships and exhibitions for students intending to take Holy Orders, mostly tenable at the Universities. Some of them are College endowments, others are given by City Companies, etc.

Such benefactions must be clearly distinguished from a much larger number intended for the sons of clergy. Many of these are in practice held by ordinands, but they are open to sons of the clergy, as such, whatever profession they are preparing for.

II. *Supply of Ordinands.*

The average number of men ordained in the years 1912–1914 was 616. As compared with this average the shortage in the years 1915–21 was 2,483. This will not be made up by the ordination of the Service Candidates. The estimated number of Service Candidates in training still to be ordained at the end of 1921 was 1,120. In addition to these there are 283 Civilian Candidates who were placed on the register of the Central Candidates Committee before the Civilian scheme was suspended, and are likely to be ordained. There are, of course, other candidates in training whose number I cannot ascertain at the moment—if, indeed, any exact figure can be compiled.

F. C. N. HICKS,
General Secretary,
The Central Advisory Council
of Training for the Ministry.

Schedule A.

Diocesan Training Funds.

	1921.	1922.	1923.	Remarks.
	£	£	£	
Bath and Wells ...	503	750	1000	1921 figure is actual expenditure.
Birmingham				
Bradford	500	500	500	In addition to grants made or expected from C.B.F.
Bristol				
Canterbury	350	150	350	
Carlisle	150	?	?	No estimate; small in 1921 owing to accumulations during War.

	1921. £	1922. £	1923. £	Remarks.
Chelmsford	450	500	1000	
Chester	930	1000	1000	1921 figure is actual expenditure.
Chichester	500	315	200	Estimate in 1922 and 1923 affected by report of Relationship Committee.
Coventry	517	550	?	No estimate in 1923 and no further liability allowed.
Durham	210	260	300	
Ely				
Exeter				
Gloucester	330	500	?	Probably £500 an outside figure in future.
Hereford	300	300	300	
Lichfield	500	500	500	Insufficient, but all the Diocese can afford.
Lincoln				
Liverpool	360	300	?	
London	1333	1372	2000	1921 figure is actual expenditure.
Manchester	1300	1200	?	Future position uncertain.
Newcastle	?	450	450	In addition to grants made or expected from C.B.F.
Norwich	509	500	?	
Oxford				
Peterborough ...	765	900	900	Some addition desirable for 1923.
Ripon	450	335	?	In addition to grants made and promised by C.B.F.
Rochester				
St. Albans	500	500	500	
St. Ed. and Ips.				
Salisbury	250	250	250	
Sheffield				
Sodor and Man				
Southwark	1000	1000	1000	
Southwell				
Truro				
Wakefield				
Winchester	795/4/8	700	1000	1921 figure is actual expenditure.
Worcester	411/19/2	861	600	„ „ „ „
York				

Schedule B.

Bishop's College, Cheshunt	City Parochial Charities Fund (£500—also available for general College purposes).
Burgh	
Chichester	£9 p.a.
Cuddesdon	1 bursary of £50: subscriptions—variable (1920—£275).
Dorchester	£40 p. a.
Egerton Hall	2 Scholarships awarded annually for 2 years from Hall Funds.
Ely	Income of £1,000.
Isle of Man	3 annual exhibitions of £10 each.
Kelham	
King's College	Endowments: £117. City Parochial Charities Fund: £500 p.a. (Southwark Diocese—£80). S.P.C.K. (Richards bequest) variable (1919–20—£416).
Leeds Clergy School	£20 p.a.
Lichfield	Endowments: £360. Exhibitions of £50 and £25 p.a.

Lincoln	About £95 from subscriptions.
Mirfield	
Ridley Hall	Endowments: £150. Subscriptions: £120.
Ripon Hall	Subscriptions: £78.
Salisbury	Subscriptions: about £40.
St. Aidan's, Birkenhead	Endowments: £51 4*s.* 8*d.* Subscriptions: £27–£30. Other sources: £130.
St. Augustine's, Canterbury	Endowments: £971 3*s.* 2*d.* Other sources: £435.
St. John's Hall, Highbury	Endowments: £30 13*s.* 10*d.* Other sources: £240 (not under control of College).
Wells	Endowments: £80.
Warminster	Endowments: Interest on £2,300.
Westcott House	"Other sources": about £70.
Wycliffe Hall	Endowments: £224 5*s.* 4*d.* Subscriptions: £13 3*s.* 6*d.*

SCHEDULE C.

1. Ordination Candidates Exhibition Fund. (Ordinary Income 1920: £700.)
2. C.P.A.S. Ordination Fund. (Contributions for 1920–21: £309.)
3. S.P.G.
4. C.M.S.
5. C. and C.C.S.
6. U.M.C.A.

   These Societies (3–6) spend varying amounts in training men for work abroad, a considerable proportion of such men serving in England during their first curacies.

7. Cambridge Graduates Ordination Fund (for Cambridge men's post-graduate training).
8. Cambridge Clerical Education Society (for Cambridge candidates *resident* at Cambridge: Income £14).
9. Cleaver Ordination Candidates Fund (for special training only: primarily for graduates).
10. London Clerical Education Aid Society. Grants 1920–21: £395.
11. Elland Society.
12. Bristol Clerical Education Society. Income 1920: £1,011.

2. Documents put in after witnesses had given evidence.

TRAINING OF CIVILIAN CANDIDATES.

The following memorandum was approved by C.A.C.T.M. in May 1922, and forwarded to the Central Board of Finance for consideration in the event of its being found possible to include any provision for bursaries in the estimates:—

I. £*x* to be included in the estimates for bursaries for new Civilian Candidates, under the following conditions:—

   (A) No promise of grants to be made from this sum until after the February session of the Church Assembly in the year following that for which the estimates are made.
   (B) No liabilities to be incurred beyond the amount actually received from the Dioceses for that year until after the corresponding session of the Church Assembly in the next year.

   (C) Out of the sum actually received in any one year the whole estimated cost of each candidate, for future years as well as for the first year's training, to be set aside.

II. This arrangement would secure—

   (A) That no liability is incurred until there is money in hand to meet it;
   (B) That each year's money provides for the full liabilities in respect of the candidates who begin in that year.

III. C.A.C.T.M. might decide in what order of preference different types of candidates are to be accepted, *e.g.*

(A) Graduates requiring help for special theological training:
(B) Matriculated candidates for a University course to be followed by special training.
(C) Pre-matriculation candidates, whether at a Public School, or, if they have already left their school, at Colleges which have a preparatory class.

IV.—Amount to be included in estimates.

The sum should be larger than in the former estimates for bursaries, because it has to provide for the full expenditure for each candidate; but such larger sum would not involve the Assembly in increasing liabilities in future years, *e.g.* it was suggested that in the event of any estimate for bursaries being included in the estimates for 1923, the sum should be £10,000.

Training: Relation of Central and Diocesan Work.

The principle on which C.A.C.T.M. has acted hitherto is defined in a memorandum to Diocesan Committees issued in 1918 by the Service Candidates' Committee. (S.C.C. 13.)

Briefly, the position is:—

(i) That in all cases where there are sufficient grounds for regarding a candidate as connected with a particular Diocese, and the candidate is willing to be so dealt with, the whole of the arrangements as to acceptance, training, supervision and finance should be in the hands of the Diocesan Committee;

(ii) That in case of need the Diocesan Committee should apply to the Central Committee for financial help for individual candidates;

(iii) That in this event the Central Committee must satisfy itself that the course of training proposed is adequate;

(iv) There will always be a certain number of candidates who for various reasons cannot be classified as diocesan; and these will be dealt with throughout by the Central Committee;

(v) The Missionary Societies are regarded as in the same position as Diocesan Committees so far as missionary candidates are concerned.

This system has worked well during the last four years. Under it the Service Candidates Committee and the Central Candidates Committee, which succeeded it, have co-operated with most of the Diocesan Training Committees.

The effect of the system is that poorer Dioceses, or Dioceses which because they contain large towns and urban areas require a large number of assistant curates, are enabled to give an adequate training to all their suitable candidates, instead of having to choose between (*a*) rejecting some of them in order to be able to give a full training to a few, and (*b*) giving them all a short and inadequate training.

Under it the Central Committee is able, wherever possible, to avail itself of the local knowledge and local opportunities for personal contact with the candidates and their homes and parishes which the Diocesan Committees should possess.

Such "control" as is exercised is only in the direction of securing a fuller training, and one that is on educational grounds more adequate than the candidate could afford for himself, or than the Diocesan Committee could afford without central help.

Subject only to the requirements of educational efficiency, "Central" training, as well as the training given by Diocesan Committees, leaves complete freedom to each candidate as regards:—

(*a*) His doctrinal point of view, *e. g.* he is able to choose his own Theological College, if he elects to go to one;
(*b*) The particular method of training adopted, *e. g.* he is free to choose whether the special training shall be at a Theological College or at a University Ordination Course.

It should be remembered that two changes have taken place in recent years:—

(i) The standard, and therefore the cost, of training have been raised.

The Bishops' Resolutions (Canterbury 1908, York 1912) required a University degree course and a year's special training, though this question has been twice deferred, and since then the syllabus for post-graduate special training, both in the General Ordination examination and in the University Ordination Courses, has been framed on the basis of more than a single year's course, while the King's College course for the A.K.C. has been lengthened from two to three years.

(ii) The candidates and their parents are less able than formerly to afford the cost of training.

The position with regard to "Central" and "Diocesan" training has been complicated—

(*a*) by the Report of the Special (Diocesan) Relationship Committee of the Central Board of Finance;
(*b*) by the suspension by the Church Assembly of the "Bursaries" part of the scheme for the training of Civilian Candidates.

(*a*) The Report recommended that the finance of training should be a central and not a diocesan responsibility, though in the text of the Report the Committee expressed the opinion (in accordance with the principle upon which C.A.C.T.M. had acted) that the "control" of candidates centrally financed should, wherever possible, rest with the Diocesan Committee.

The Report was, however, presented to, and accepted by, the Church Assembly as amended by the Central Board of Finance, and one of the amendments was to the effect that provision for training should be made in the Diocesan as well as in the Central Estimates. This has led to a divergence of practice in the Dioceses.

(*b*) "For the present," *i. e.* until a definite resolution in favour of providing the money is passed by the Assembly, no provision will be made for training in the Central Budget.

In the present situation the following points should be made clear:—

(i) The provision of money centrally for training means not the elimination, but the strengthening of the work of Diocesan Committees.

(ii) " Central " training for such candidates as will be dealt with directly by the Central Candidates Committee means that, subject only to educational efficiency, such candidates are given as much freedom of choice as to plan and method of training as they are by any Diocesan Committee. There is no question of training candidates anywhere but at a University, and at a recognised Theological College, or " under some other authorised supervision " such as a University Ordination Course.

(iii) Until funds are provided centrally, as well as by individual Dioceses, it is imposisble to secure a full and adequate training for all candidates.

3. Summary of oral evidence of witnesses.

Number of Persons Ordained Annually.

The high-water mark was reached between the 'eighties and 'nineties, when 700 to 800 were ordained annually. This number dropped progressively till it reached 500 a few years before the War; then, owing to a realisation of the shortage and an attempt by voluntary effort to remedy it, it rose gradually, the average for 1912–14 being 616 p.a. During the War it fell rapidly, the average for 1915–21 being 261 p.a., giving a total shortage of 2,483. There is now a slight rise.

Reasons for the Shortage of Candidates.

General.

(*a*) Many more careers are now open to members of the professional classes than was the case formerly.

(*b*) There is more diffidence amongst the younger men as to their being " good enough."

(*c*) There is an objection to " institutional religion "; this is a phase which seems to be dying down.

Financial.

(*a*) Income of the homes of likely candidates (especially clerical) leave a smaller margin for education than formerly.

(*b*) Education is more expensive.

(*c*) The standard of education required has been raised and so has become more expensive.

(*d*) Scholarships, etc., at the Universities have rightly been thrown open, but this diminishes the amount of help available for candidates.

(*e*) The Church of England is the only Christian body that has no definite financial scheme for assisting trainees for its ministry.

Increasing Demand for Supply of Clergy.

The demand is increasing, both from overseas for all classes of mission work and at home for industrial and suburban areas, and because of the increased demand for communion services. The overseas work is a proper demand on the Church in England and must be catered for. A permanent diaconate will not materially lessen the demand.

Classes of Candidates requiring Assistance.

Three classes should be assisted :—

(1) Graduates who require help in their post-graduate course before ordination at the age of 23.

(2) Boys of 18 and 19 who require help at the University, as well as under (1).

(3) Younger boys who require help to stay at school an extra year (when otherwise they would go into business), as well as under (1) and (2).

Selection of candidates by a scholarship scheme is not a good system, as other qualities are quite as important, *e. g.* all the gifts that make for leadership.

How assistance should be given.

It is better to finance the candidates, allowing them to choose their Colleges, than to finance the Colleges direct. Financial assistance should—if practicable—only be given where the candidate takes a degree at the University and at least a year's post-graduate theological course. If there is money to spare it might be a good thing to give subventions to theological professors at the newer Universities, but it would be enormously expensive, and the most remunerative method would be by way of bursaries to students.

Standard of Education.

This has risen in sympathy with the standard in other professions, and it is very important that it should be maintained. The ideal should be the Bishops' regulation of 1912—a full course at the University followed by a year post-graduate course at the University or Theological College. This would mean the suppression of non-graduate Theological Colleges, which is desirable. The above regulation would have come into force in 1912, but was suspended in 1914, and is now only operative in a few Dioceses.

Theological Colleges.

These were all financed by pupils' fees, together with voluntary subscriptions and a small amount of endowments before the War. Since the War the central funds of the Church have contributed :—

(1) £10,000 earmarked for repairs to the buildings.
(2) The Test School at Knutsford for selecting candidates.
(3) Grants given to enable candidates to go to the Universities and Theological Colleges. For 1923 this amounts to £87,000.

The non-graduate Colleges would be better abolished. The other Colleges are a very valuable feature in the training of the ministry. It would not be better to turn these into Colleges at the various Universities. Some which have not a large staff have been of immense value to the Church and should be preserved. It is not necessary to have one in each Diocese, but it is a great advantage to have them widely scattered geographically. If a certain number of the weaker ones fell out it would strengthen the remainder.

Though the Principal to some extent influences their complexion, they change from time to time, and it is easy to overestimate the effect they have on a post-graduate student who has done an ordinary University course.

Service Candidates.

Practically all of these will do a University course followed by a year's post-graduate study at the University or a Theological College. Scrupulous care has been taken not to coerce any candidate into going to a College of any particular complexion. No case of such coercion has ever been proved, though suggestions have been made.

Central or Diocesan Control.

The control of the funds for training the ministry should be largely central, in order that the poorer Dioceses may have their share of help; but the candidates should be dealt with, where possible, by the Diocesan Ordination Fund Committee. If all the training is diocesan there is a tendency for the Diocese to retain its candidates for local service, which means the richer Dioceses have plenty of clergy, while the poorer ones are starved. There would not be any great danger of diocesan extravagance if the Diocese spent the money collected centrally. The money would be collected through the diocesan quota.

Reason for Unpopularity of Central Fund.

This is not necessarily entirely due to the amount spent on training for the ministry. There may be some fear as to the efficiency of the training. A fuller explanation and wider understanding should overcome this difficulty.

Education at the New Universities.

The system of hostels started by Mirfield at Leeds has been successful, but the other attempts are more doubtful.

Missionary Colleges.

It is important that there should be special Colleges for this purpose on the lines of St. Augustine's, Canterbury.

FORTY-NINTH WITNESS. The Rev. R. ECKETT, Custos of the College of Vicars Choral, Hereford.

8th November, 1922.

1. Summary of oral evidence of witness.

Establishment.

By charter of Elizabeth there should be twelve bachelor Vicars Choral, of whom from two to six should be Minor Canons. In practice by concordat with the Dean and Chapter there are now nine lay clerks at £110 p.a., paid by the College.

Minor Canons.

There are now three, of whom one is ninety years old.* They are appointed by the Dean and Chapter. Two can do the work, though there is a little difficulty about getting away. The Minor Canons divide about £1,000 a year on an average.* It is wrong that the office should not be terminable.

House of Residence.

The College is not at all suitable, as it consisted originally of bachelor apartments, and has been altered.

Lay Vicars.

They are appointed by agreement of the Dean and Chapter and the College, and hold office during their will.

Property of the College.

This consists of farms and certain poor houses in Hereford, and about £50,000 London County Council $2\frac{1}{2}$ per cent. stock, the proceeds of sales of land. The property is managed by the College through a firm of local land agents. This is a better arrangement than the Ecclesiastical Commissioners managing it. There would be no objection to a commutation by the Commissioners for a good sum. Such a proposal was made, but fell through. It would not be a good thing to amalgamate the property with that of the Dean and Chapter, though it is not desirable to have two distinct corporations in the Cathedral.

Leases.

The system of fines and leases on which the property is held is bad. The leases are twenty-nine years and in consideration of a fine paid and an annual sum of £1 to £2 a year, a fresh twenty-nine years' lease being in fact usually granted every seven years on payment of a fine.

Accounts.

All Cathedral accounts should be made more public, to do away with suspicion.

* Subsequent arrangements have altered this.

FIFTIETH WITNESS. The Rev. Canon J. J. SCOTT, Sub-Dean of Manchester Cathedral.

8th November, 1922.

1. Précis of evidence as supplied by witness.

History and Constitution.

(i) Licence of Henry V. to Lord de la Warre to collegiate, 22nd May, 1421.
This agreed to by churchwardens and parishioners, 14th June, 1421.
Decree and Charter of Bishop of Coventry and Lichfield, 5th August, 1421.
College to consist of 1 Master or Keeper, 8 Fellow Chaplains, 4 Clerks and 4 Choristers.
(ii) Alienation by Edward VI. 3 Edw. VI. July 19.
(iii) Charter of Philip and Mary. 3 & 4 Philip & Mary 13th July.
(iv) Charter of Elizabeth May 6th, 1671.
(v) Present Charter Charles I. 11th year of Charles I. October 20th.

"The Warden in priests orders a Bachelor in Divinity or Bachelor in Canon and Civil Law."

"Four Fellows Masters of Arts or Bachelors of Law, pious, respectable, and learned men able to give religious education to our subjects there and in the vicinity."

"Two Chaplains or vicars not less than Bachelors of Arts and Clerks to visit the sick, administer Sacraments and other needful offices in the said College and Parish of Manchester and to officiate every day (except in so far as dispensation may have been granted them by the Warden and Fellows) in the Church of the same College." "Also for ever four singing men either Clerks or laymen and four singing boys to perform prayers and divine Service daily in the Church of the same College."

"The Warden to offer Solemn Prayers and preach in the Collegiate Church on Christmas Day, Easter Day, Pentecost, and Ascension Day: the Fellows to perform the same duty every Sunday in turns (alternatim)."

Bishop of Chester cannot be Warden. Bishop Peploe Warden 1718. Bishop of Chester 1726. Trial and resignation 1738. Change of Titles.

Peculiar Rights of Lichfield and Chester Cathedrals and of the Collegiate Church of Manchester saved by Order in Council.

Population of Manchester, Henry V.	10,000
" " " Charles I.	20,000

Now Ancient Parish over 1,000,000.

Act of 1851: Separation of livings and canonries necessary. For—

(i) The work cannot be done.
(ii) The Canon cannot afford to hold a canonry, if married, without private means.

Finance.

Estates.
In spite of other assertions quite impossible to say what was the original glebe and what was given by Lord de la Warr.
Lordship of Manor of Newton.

Property.

Consists of:—
(*a*) Estates,
(*b*) Service and Ministrations Fund,
(*c*) and for Minor Clergy Burial Fund.

Arrangements for Working Expenses and Repairs—reckoning a week to consist of 8 days, of which Sunday counts as two days.

Estates pay six-eighths.
Cathedral Sunday Services one-eighth.
Evening Service Fund one-eighth.
No fixed allowance workable—a proportionate allowance possible. Bishop corrects his evidence.

The Act of 1851.

Its provisions work very badly.
Every church endowment made up to £250, whatever patronage or object of church builders or other sources of income.
Tends to creation of unnecessary parishes. Illustrate from St. Clement's, Salford. All livings reduced to same level. Illustrate by All Saints'.

Patronage.

All churches receiving help should be in public patronage of a sound kind.

2. Summary of oral evidence of witness.

The Financial Position.

The finances of the Manchester Chapter are complex. The income is derived from the following sources:—(*a*) Estates of the ancient collegiate church of Manchester; (*b*) Ministrations and Service Fund; (*c*) Burial Fund; (*d*) morning and afternoon Sunday collections; (*e*) Sunday evening collections; (*f*) subscriptions. Particulars of these funds and their use are as follows:—

(*a*) These were derived from town property. There is a first charge for fabric (east of the choir screen only), then some £8,000—£9,000 is spent on upkeep of services, staff, etc., being six-eighths of the total so spent. Fixed incomes of £1,500 (Dean) and £600 (four Canons) are paid, the surplus (some £30,000) being handed over to the Ecclesiastical Commissioners for expenditure as set out below.
(*b*) This fund is derived from the sale of the Dean's and Canons' residences. They each get £250 p.a. as house allowance; the balance, about £2000 p.a., is spent in their absolute discretion on Cathedral purposes.
(*c*) This fund (£320 p.a.) originates from a sum paid as compensation by the Railway Co. for the taking of the old Churchyard. Each Minor Canon (two) has one-tenth and each clerk (two) four-tenths.
(*d*) This fund is used to pay one-eighth of the running expenses of the Cathedral.
(*e*) This fund also pays one-eighth of the running expenses of the Cathedral and a proportion of the organist's salary.
(*f*) This fund is used for maintaining the fabric west of the choir screen, in accordance with a decision of the Courts.

Expenditure of Surplus from Estates.

This is regulated by the Act of 1850. It is always liable to cause friction, as the amount of the surplus depends on the amount expended by the Dean and Chapter on the Cathedral. The surplus must be used for providing endowment up to £250 p.a. for every parish (140 in all) in the ancient parish of Manchester. The rest is spent at the discretion of the Commissioners, allowances being given in some cases in lieu of houses.
The system of uniform endowment is bad, as it gives endowment where not necessary and prevents new parishes being properly endowed. Nearly all the Manchester parishes are from £250–£330, except about ten, which have the endowments of old chapelries.
It would be better on the whole if the income from the estates were divided permanently. There would probably be less trouble as to the administration of the fund if it were done locally by the Diocesan Board of Finance, though the present system works quite well at present.

Dean.

The Dean has the evening services on Sundays; apart from special festivals he cannot preach or take part in other services except by favour.

Canons.

There are four Canons, who have to reside in Manchester the whole year but for eighty days. They are technically in residence for three months, and preach every fourth Sunday. Parishes are attached to each canonry, which the Canons have no time to attend to and which cost them a considerable amount (*e. g.* income of parish £260, cost for curate and deaconess £400). This is a very bad system, and should be altered. The work of the Cathedral demands four whole-time Canons. They receive £600 and £250 house allowance, which is not adequate, but would be difficult to increase. They do no definite diocesan work outside the Cathedral, though one of the new ones is also Archdeacon.

Minor Canons.

There are two Minor Canons, who get £250 from the foundation, which is made up to £350. Two are not sufficient. There are provisions in the statutes by which they can be dispensed with in certain events. There is no pension scheme.

Clerks-in-Orders.

There are two clerks-in-orders, appointed by the Dean and Chapter, who teach in the Choir School. They do nothing in the parish, but hold part-time curacies in other parishes.

Fabric.

In the 'eighties this was thoroughly repaired by means of private gifts from laymen. Not very much has to be spent on it now.

Organist.

The organist is paid £430 p.a., partly from estates, Ministration and Service Fund and Evening Service Fund. The sub-organist is paid from the Ministration and Service Fund.

Choir and Choir School.

There are four singing men and four boys on the foundation. The others are paid from the Ministration and Service Fund. There is a voluntary Sunday evening choir of some eighty. The school is a day school, separately endowed.

Services.

There are three services every day and four on Sundays.

Collections.

These realise £1,500–£2,000 a year, and are practically under the control of the Dean and Chapter. A good deal is given away. A fabric fund is being created out of these.

Management of Property.

This is practically all town property. The lease and fine system is gradually disappearing. The management is local and very efficient. Many of the houses are old and inadequate; on rebuilding there will be fewer houses, so that the income will not increase greatly. Licensed premises are discouraged as far as possible. The Ecclesiastical Commissioners audit the accounts and distribute the surplus monies.

FIFTY-FIRST WITNESS. The Rev. Canon S. A. ALEXANDER, Treasurer of St. Paul's Cathedral.

8th November, 1922.

1. Précis of evidence as supplied by witness.

I.—*Freehold of Vicars Choral.*

There are six on the foundation, claiming a freehold. They cannot be dismissed, and continue long after their voices are gone. One difficulty has been the absence of any proper pension scheme. This is now remedied, but the cost to the Cathedral may be considerable.

The freehold should be abolished, and the six placed on the same footing as the eighteen assistants, who are retired at the age of sixty, and open at any time to three months' notice.

II.—*Need of Fabric Fund.*

The Ecclesiastical Commissioners made no provision for a fabric fund beyond estimating that £4,000 a year would be available from the Chapter estates and visitors' fees. This sum would hardly have sufficed for the normal upkeep of the fabric; but as a matter of fact nothing like it is received in ordinary years. When there is any large scheme of work to be undertaken there are no funds; and till lately the general policy was to do as little as possible. The present treasurer, however, has raised about £100,000 from voluntary sources for the fabric, and very important work has been carried out.

It is suggested that, when such special work has to be undertaken, the Ecclesiastical Commissioners should be enabled to make a serious contribution (say, one-half) to the estimated cost.

2. Summary of oral evidence of witness.

The Financial Position.

It appears that in 1852 the income of the Dean and Chapter was £12,746, and in addition there were a number of very valuable separately endowed prebends. The income of the Dean and Chapter was charged with the repair of the fabric, but not that of the prebends. The properties were taken over by the Ecclesiastical Commissioners and commuted annual payments amounting in all to £21,000, made to the Dean and Chapter and other Cathedral officers. The balance of the income from the prebends' estates goes into the Common Fund, but has largely been hypothecated by now on the basis of local claims, etc.

Canons.

The Canons each receive £1,000 p.a. and a house, the landlord's repairs being done by the Chapter. If possible some of the rates will also be paid by the Chapter. There are not too many Canons; the work could not be done with fewer. One is Archdeacon of London, who is much occupied with his other work. The other Canons help unofficially in the Diocese and beyond it.

Minor Canons.

There are at present five Minor Canons, who form a separate corporation and receive £500 p.a. Their offices are not freehold; there is compulsory retirement at fifty-five. This is not a good arrangement; there should be power to extend it. They might well be appointed for terms of five or ten years, with power to reappoint. It is necessary to have five, as there are four or five services every day (week day and Sunday alike) and often more. On retirement, unless appointed to a Chapter Benefice, they receive a

pension from the Chapter of £250, or less, according to length of service, but there are no special funds for this purpose. They are provided with houses, which are as a fact kept in repair by the Chapter, though there is no statutory obligation so to do.

Vicars Choral.

Six of these form a separate foundation. Their office is freehold, which is a very bad arrangement and should be abolished. The antiquity of their foundation is no reason for perpetuating the inefficient system of tenure of office.

Fabric.

This is the most important question in connection with the Cathedral. The fund for its upkeep is derived from (*a*) investments and rents yielding £1,500 a year, (*b*) income from the Tillingham estates, averaging some £900 p.a., (*c*) £1,500 from visitors' fees, the surplus after paying eleven or twelve guides £150 a year each. At the time of the commutation (*b*) and (*c*) were estimated to yield £2,000 p.a. each. A regular staff of forty workmen is kept, who also do work on the Chapter houses. The annual sum necessary for ordinary repairs would be about £5,000. Any expenditure on exceptional repairs has to be met by voluntary gifts, which is not at all right. A sum of £70,000 was so raised before the War, and £100,000 is now being raised. There is a difficulty in raising funds in the City, as people think the Ecclesiastical Commissioners should pay for the repairs. The dispute as to the City churches does not affect the position. The eighteenth century repairs were very inefficiently done by the Chapter, and have caused a lot of expense. The cost of repair should be a first charge on any unhypothecated balance of the income from the property taken over at the time of commutation by the Ecclesiastical Commissioners. The Commissioners have given considerable help towards the funds for restoration of the fabric; in 1871 they gave £30,000, in 1902 £10,000, in 1909 £5,000, in 1914 £7,000 and they are now giving a further £10,000. It will take thirty years to repair the main structure, when it will be sound except for the west front.

FIFTY-SECOND WITNESS. The Rev. E. SINKER, Secretary of the Southwark Diocesan Board of Finance.

29th November, 1922.

1. Précis of evidence as supplied by witness.

Vicars.

There are 317 parishes in the Diocese of Southwark. One hundred and twenty-three of these parishes need help to bring them up to the bare minimum of £400 with a vicarage, or £470 without.

Number of Livings.

A	B	C	D	E
Under £200 p.a.	Between £200 and £250	£250 & £300	£300 & £350	£350 & £400.
4	13	22	40	44

The Queen Victoria Clergy Fund (Southwark Diocesan Branch) gives nineteen grants to vicars at a total of £865.

The Bishop's Appeal for Clergy Stipends is striving to raise £8,050 per annum for the next five years, of which £5,550 will be needed for vicars and £2,500 for assistant curates.

The number of vicars we are helping in this Diocese to bring their livings up to the minimum of £400 with a house and £470 without is 123.

I venture to think that the real cure for clerical distress is by means of permanent endowment. We encourage the parishes to raise what they can and then we add grants from the South London Church Fund and Queen Victoria Clergy Fund, and in certain cases by specially assigned donations for this purpose, and then ask the Ecclesiastical Commissioners to double it.

Last year it resulted in a capital sum of £6,200 paid into the Diocese by this means and invested by the Ecclesiastical Commission at 5 per cent.

This year we are aiming at a capital sum of £8,700, to be invested by the Ecclesiastical Commissioners at 4½ per cent.

Assistant Curates.

The number of assistant curates being helped by the Bishop's Appeal for Clergy Stipends is ninety-two. This Fund is aiming at raising £2,500 per annum for the next five years in order to bring their pay up to the desired scale.

The number of curates in the Diocese is roughly 276. We make S.L.C.F. grants in aid to 141 curates. The salaries of assistant curates are paid in the following ways :—

1. By grants from the South London Church Fund amounting to £8,738, with an average grant of about £60.
2. By grants from the Additional Curates Society amounting to £3,068, actually paid in 1921.
3. By grants from the Church Pastoral Aid Society amounting to £2,425, actually paid say about £2,000.
4. Grants made by the Ecclesiastical Commissioners, the figures of which I have not got.
5. The remainder of the stipend has to be found by the parish.

The above only provides in most cases a bare minimum. We help ninety-two assistant curates who are not paid according to the scale below, viz.:—

To start at £210 from their diaconate with an annual increment of £10 a year until they reach £250, with an additional £30 per annum if married, and £15 for each child under sixteen years. In 1923 the scale was slightly reduced, viz. starting at £200 and rising to £240, with the additional bonus if married.

2. Summary of oral evidence of witness.

Augmentation and Maintenance.

Southwark is a very poor Diocese and is quite incapable of entirely supporting its own clergy. Some of the clergy, who have been very patient, are getting rather restless as to the inadequacy and inequality of their stipends. A Commission of Inquiry was instituted by the Bishop, which reported that the stipend of all vicars should be brought up to a minimum of £400 and a house, or £470, and that curates should receive as a minimum £210 in the year of ordination, rising each year by £10 to £250, together with an allowance of £30 for married curates and £15 for each child under sixteen years. After the parishes had done what they could this necessitated an annual sum of £8,050 being found by the Diocese, £5,550 for vicars and £2,500 for curates. An attempt is being made to raise this annual sum for five years (in the first year seven-eighths of it have been raised and paid out). After five years the position will be reviewed, and it is hoped that prices will be down and permanent augmentation by endowment will have made a material difference. Before any payments are made out of this special stipend fund all other sums paid, whether from the parish, societies, or the Ecclesiastical Commissioners (including the War bonus), are first ascertained and taken into account. It would be an advantage if every communicant could be got to give a weekly sum towards the stipends of the clergy. It is worth considering whether such sums might not be pooled in a diocesan fund to be used for maintenance.

Permanent Augmentation by Endowment.

This is the only real solution for the difficulties in Southwark. A good deal is being done by parish benefactions, from diocesan funds (Queen Victoria Clergy Fund and South London Church Fund) and getting the Ecclesiastical Commissioners to meet the joint benefaction. Some £15,000 has so been added to the capital endowments in the last two years. The parishes for endowment are chosen by their poverty and willingness to help, being judged by the vicar's stipend and the calls made upon him in various ways.

Payment of Curates.

They are paid in part in the first instance by the South London Church Fund, then the Additional Curates Society and Church Pastoral Aid Society and the Ecclesiastical Commissioners give help, and the parishes, of course, have to raise the remainder, and if then not up to the desired scale, they are made up by the special stipend fund. Parishes with a big staff of curates—where there is poverty and necessity—are helped just as much as those with only one curate.

Help from Ecclesiastical Commissioners.

Full use is made of this in every way possible. If this help were withdrawn in any way the position of Southwark would be desperate.

Size of Diocese.

It would be fatal to cut off from the Diocese the few comparatively wealthy country and suburban districts. Purely from the point of view of finance the addition of Surrey would be a good thing.

FIFTY-THIRD AND FIFTY-FOURTH WITNESSES. The Dean of Hereford (The Very Rev. R. Waterfield), and Mr. A. D. STEEL, Chapter Clerk of Hereford Cathedral.

29th November, 1922.

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1. Précis of evidence as supplied by witnesses.

1. With reference to the remuneration of the capitular body :—

(*a*) The income of the Dean, which is made up to £1,000 a year by the Ecclesiastical Commissioners, is the same as in pre-war days, and is now insufficient to maintain the large house belonging to the deanery and to enable the Dean to dispense the hospitality and provide for the travelling and other expenses incidental to his position. This is particularly the case with us at present, the £1,000 being subject to a deduction of £250 pension to the late Dean,* reducing the income to £750 before deduction of tax.

(*b*) It is not desired to make any special representation with reference to the income of the Canons residentiary.

(*c*) With regard to the non-residentiary Prebendaries it is considered that some small endowment, say £5 5*s*. a year each, should be provided for them to cover travelling expenses and to provide a substitute in their own parishes when they come to Hereford to preach their prebendal sermons.

(*d*) We are of opinion that the pension of a retiring Dean or Canon should not come out of the income of his deanery or canonry; such incomes are inadequate to bear such a burden and the existence of a pensioner discriminates unfairly against the particular Canon affected.

(*e*) The necessary funds for the purposes indicated above might be provided from the incomes of the dignities and prebends and the suspended canonry transferred to the Ecclesiastical Commissioners under the Act 3 & 4 Vic. cap. 113.

2. With reference to the Custos and Vicars Choral, these form a Corporation under a Royal Charter. The Charter contemplates a choir of priests numbering twelve or thirteen and confers on its members a freehold office. This, of course, is quite out of date, and it would no doubt be impossible, if the full number of Vicars were appointed, to obtain, for the small remuneration which would result, priests competent to sing the Cathedral music, and it would be very difficult for the organist to manage a choir of such a status, and holding freehold offices. The fact that their offices are freehold has always been a difficulty in dealing with the Custos and Vicars, some of whom have continued to hold their offices after they have ceased to be competent to do their work properly. The only way to comply with the Charter and the only strictly legal procedure would be for the Dean and Chapter to fill up the College, have a clerical choir, and dismiss the lay clerks; such a course would be disastrous to the Cathedral music. The course which the Dean and Chapter have adopted, and practically the only one open to them, has been to make such a bargain as they may with the Custos and Vicars to fill up only a restricted number of places, and that they (the Custos and Vicars) should pay a certain number of lay clerks out of the divisible revenue obtained from the vacancies. The College, the Dean and Chapter think, should be dissolved and its income vested in the Dean and Chapter for payment of two, or at most three, Vicars Choral to intone the services, and the remainder for the general purposes of the choir. The Vicars Choral should be compellable to resign on ceasing to be competent. It is desirable that they should hold office for a term of, say, five years, renewable at the pleasure of the Dean and Chapter. They might have a prior claim to livings in the gift of the Dean and Chapter.

3. With regard to the fabric. The Fabric Fund is mainly derived from the tithes of the parish of Shinfield, near Reading. This is sufficient for ordinary repairs, but not for special renewals, one of which with reference to the tower is impending, and will involve an appeal to the public; no special representation, however, is made with reference to the fabric.

4. With regard to housing, the canonical houses are old-fashioned, but will serve. One of them is very badly situated for such a purpose in a main street, and there is some

* The late Dean has died since the above evidence was given.

idea of an exchange at some period with the Ecclesiastical Commissioners for a more suitable house vested in them. The Deanery is large for the income and involves a heavy expenditure for rates and repairs. No special representation, however, is made with reference to this subject.

5. With reference to the fact that the Hereford Chapter has retained and administered its own assets, the Dean and Chapter desire to continue to do so. They take an interest in the administration of their property, and it gives them greater independence also; they deprecate undue centralisation.

2. Summary of oral evidence of witnesses.

The Financial Position.

The Dean and Chapter retained their ancient estates. The income fluctuates very greatly owing to the system of leasehold fines still persisting in some cases; these are gradually disappearing, the system being very unsatisfactory. Most of the property is tithe rentcharge, the outgoings, taxes, rates and cost of collection (5 per cent.), amounting to nearly half the gross income. The first charges are for the maintenance of the Cathedral services, and sundry other expenses. The balance is divisible into sixths, one being paid to each of the four Canons, one to the Dean and the other in respect of the suspended canonry.

The Dean.

The income of the Dean is made up to £1,000 p.a. by the Ecclesiastical Commissioners, but out of it he has to pay a pension to the late Dean, dilapidations, rates and taxes, leaving about £400 to live on and do entertaining, etc. He is obliged to undertake teaching to make a livelihood. The pension of the Dean should not come out of his successor's stipend or the divisible surplus of the Chapter. It should be provided from the funds of the suspended canonry so far as they are still available.

Canons.

The income of the Canons has varied from £380 net after payment of income tax to over £1,000 gross before payment of tax. Of the four Canons, two are Archdeacons, one a tutor at Oxford, and the fourth by statute is Warden of St. Catherine's Hospital, Ledbury, where he is obliged to reside four months a year. The combination of an archdeaconry and canonry is good, but no Canon should have an occupation outside the Diocese nor should any canonry be tied up with any other diocesan post (*e. g.* director of education), as resignation from the post does not entail resignation from the canonry. Four Canons of whom two are Archdeacons is a very good staff, or three Canons each of whom does four months' residence. In that case they should be compelled to reside in the neighbourhood of the Cathedral for a further four months to help with the work. There should be a pension scheme with power to retire the Canons.

Vicars Choral.

The College of Vicars Choral is an independent foundation. This is a very unsatisfactory arrangement; they should be brought under the Dean and Chapter. The offices are freehold, which is bad, as they cannot be retired when no longer efficient. They should be removable on pension or on presentation to a living of the Chapter. According to the proper arrangement there should be twelve or thirteen, all clerical. Two Vicars Choral or Minor Canons would be quite sufficient, and three should be the very maximum. The best provision would be to have appointments terminable at the end of five years, with power to reappoint, and with some provision for the Vicars Choral when the appointment ceases. The Vicars Choral claim only to attend the statutory services and do not help at celebrations.

Lay Clerks.

There are nine lay clerks getting £110 p.a. For some reason unknown the Dean and Chapter pay one of them; the rest are paid by the College of Vicars Choral. There is no pension fund; the Dean and Chapter would do what they could if a pension were necessary. It is hoped to start a small pension fund. Their appointments are terminable at

three months notice. It is very difficult in a small town for them to get other employment. Matters might be helped if the house of the Vicars Choral could be used for lay clerks and it would make it easier to get men. The house would be very suitable. It is quite necessary to have nine, three of each voice.

Fabric Fund.

This is a separate fund derived from the rectorial tithes of Shinfield, Berkshire, and interest on accumulated reserves. The average gross income is £1,100–£1,200 and the average expenditure on repairs to the fabric £250. There are very large repairs necessary for the tower which cannot be met out of this fund.

Houses of Residence.

The Dean and Canons pay all their own rates, taxes and dilapidations. It would be much better if the dilapidations could be paid for them.

Choir School.

There is no Choir School; the fourteen choir boys are sent as day boys or boarders to the Cathedral Grammar School, and cost £380 p.a. The organist is anxious to have sixteen boys again.

Services.

There are two choral services each day, except that both services on Wednesdays and one other evening service are plain. There is no afternoon service on Sundays, except on special occasions. The morning service has been put back to 9.30 to facilitate the choir boys' education. It is quite wrong to think that it is necessary to dispense with choral mattins because of the education of the choir boys. The attendance at morning service is very small, at evening rather more, especially in the summer. The Chapter are all against dropping the choral morning service; it is very valuable for many reasons, amongst them for musical training.

Statutes.

These date from Charles I. and are out of date. It would be a good thing for a special commission to revise them and thereafter to provide for periodical revisions.

Management of Property.

The property is managed by the Dean and Chapter, and they have no desire that it should be managed by the Ecclesiastical Commissioners. They might accept a commutation if the offer was a very good one.

FIFTY-FIFTH WITNESS. The Rev. Canon H. L. C. DE CANDOLE, Canon of Westminster, and Rector of St. John's, Westminster.

29th November, 1922.

1. Précis of evidence as supplied by witness.

On the question of the general desirability or otherwise of a canonry being held together with a benefice I can only offer my experience as Rector of St. John's, Westminster, which I hold together with a canonry in the Abbey. The conclusion I have come to after four years is that the arrangement is good neither for the parish nor the Abbey.

The parish of St. John has a population of about 8,000, very varied in character, ranging from the highest to the lowest in the social scale. The bulk, however, consists of superior working-class people living in flats. Besides this there is a considerable population of very well-to-do people and a residue of quite poor folk.

The income is made up of grants from the Ecclesiastical Commissioners (£500) and Queen Anne's Bounty (£500), with surplice fees, which may be taken, on an average, as £35. The present outgoings from this are £350 for assistant curates and a number of necessary subscriptions to parochial funds, so that after deduction of income tax the net value works out at about £400 a year. There is no house. In the case of division it would therefore be necessary for one to be provided. But with a full-time Rector one assistant curate might be sufficient, so that the outgoings under this head would be reduced by the amount of one curate's stipend.

The demands of a parish of this size and condition upon the Rector's time are considerable, *e. g.* :

(i) He ought to be regular in his preaching if a steady and growing congregation is to be built up. If he is irregular and often away this becomes impossible. A curate cannot take his place, however efficient he may be.
(ii) The visiting of the well-to-do people can only be done by the Rector.
(iii) The organisation is considerable. This can be largely carried out by curates, but the Rector must be constantly in and out if his personal touch with the parish is to be maintained.
(iv) There is a good deal of committee work, *e. g.* Grey Coat School, L.C.C. School, Westminster and parochial charities.

All this requires a Rector who can devote his whole time to it. But this is impossible as long as the association with a canonry continues. The demands upon a Canon of the Abbey are considerable and increasing.

(i) His residence of two and a half months in the year requires close attendance both on Sundays and week-days. It is only on Sunday evenings—and that not always—that I can get to St. John's. This interruption of work at the church makes it very difficult to gather and keep together a regular congregation.
(ii) Apart from these months the Abbey makes many demands, *e. g.* :—

(*a*) The daily services. It is not good for the Canons to be normally absent when not in residence.
(*b*) The Abbey corporation is a very large one. There is the choir, men and boys, the Choir School and its staff, the vergers, cleaners and other servants. There should be some personal touch between the Abbey clergy and the staff if our relations are to be anything more than merely official. Westminster School too must not be left out of account. I do not suggest that every Canon should be in touch with the whole staff, but rather that a distribution of responsibility should be made so that the Chapter as a whole would be in close contact with the life of the whole body.

(*c*) Chapter meetings with subsequent committee meetings, the constantly increasing number of special services, the many requests to conduct parties round the Abbey all involve much time and thought.

(iii) But what I feel specially is that a Canon of Westminster holds a position of a public nature. He should therefore be at liberty to devote part of his time to the work of the Church as a whole. The large number of invitations to take missions, retreats, lectures, sermons, etc., that come from all parts of the country show clearly how such help is expected and welcomed.

In my own case I can only accept a very small percentage of such invitations, and though I do not in the least desire to be running about, I desire to point out that much useful help might be given if the Canons were free to do so, and to express my feeling that the Church has a right to ask for it.

I ought to add that while thus I hold strongly to the necessity for separation if the work in parish and Abbey is to be adequately done, I am of opinion that the parish would probably be opposed to the idea, mainly owing to the value it attaches to the prestige which association with the Abbey gives to it.

H. L. C. DE CANDOLE.

2. Summary of oral evidence of witness.

Annexation of Rectory of St. John's to Canonry of Westminster.

This is very undesirable, as it does not enable the Canon to do justice to his cure of souls. The Canons of Westminster have much to do in attending the Chapter and various committees, etc., as well as their term of residence. It is very desirable that they should be able to attend the daily services. There would be no difficulty in separating the rectory, as it is sufficiently endowed.

Canons.

Four could do the work of the Abbey if they had no other definite work to do. There is always a great demand from all over England for their services. At one time there were six Canons; one canonry was suppressed and the money devoted to the fabric, the other five Canons getting an extra allowance for the increased period of residence. This they gave up a year ago. The present close residence is two and a half months, instead of the statutory three. It is very desirable that the Canons of Westminster should have time for theological study and literary work, and from that point of view even five or six would not be too many.

FIFTY-SIXTH WITNESS. Mr. A. C. ROWDEN, Registrar of the Corporation of the Sons of the Clergy.

29th November, 1922.

1. Précis of evidence as supplied by witness.

The experience of the Corporation of the Sons of the Clergy with regard to clerical poverty generally falls under three heads by reason of the assistance afforded to :—

(1) Clergymen themselves who hold or have held a benefice or licensed curacy in England or Wales and are resident in the United Kingdom.
(2) The widows and aged or infirm daughters of such clergymen.
(3) Educational assistance to clergy families and equipping them for a start in life.

During the past three years experience has shown that the financial position of many beneficed clergymen has materially improved, owing to—

(*a*) The largely increased tithe.
(*b*) The continuance of the War bonus administered by the Ecclesiastical Commissioners.
(*c*) Grants from Diocesan Boards of Finance.
(*d*) Practical interest shown by Parochial Church Councils.

But many beneficed clergymen with large families to maintain and educate still find it impossible to provide bare necessities.

The position of curates is also perhaps now beginning to improve, but many of the most distressing cases of need with which the Corporation has been lately confronted have been those of married curates ekeing out an existence upon a meagre stipend. The prevailing depression in trade and heavy taxation have undoubtedly affected the free-will offerings.

As a general principle help is afforded by the Corporation in grants varying between £10 and £30 (apart altogether from £30 and £20 pensions available for widows and maiden daughters of clergymen to the number of 719, and apart from a certain number of clergy pensions of a similar amount), and is based upon some special plea or emergency such as dilapidations, illness in the family, or the cost of a removal. It is rarely the practice to give financial assistance *merely* in augmentation of the value of a benefice or of a stipend.

The Annual Report, fifteen copies of which accompany this Memorandum, shows in some detail the operations of the Corporation, but it may be relevant to give some idea of the standard of income adopted in the three spheres above mentioned.

(1) Taking " personal " grants to clergymen, the average standard of income to qualify for help is £350 gross and about £280 net. To arrive at the latter figure for the Corporation's purposes, the following deductions are made, *i. e.* rent, rates, taxes (excluding income tax), charges on the benefice, a five-year average of repairs, and fire premium. In 1921 nearly three hundred clergymen received " personal " grants.

(2) Pensions and grants to the widows and aged maiden daughters. Here the standard income is about £120 gross and £80 net. To arrive at the latter figure in this class only rent and rates are deducted. In 1921 over 1,100 widows and daughters were receiving pensions or grants. The need in this category is often appalling.

(3) For educational grants, the standard income of the father would be about £400 gross and about £350 net, the same deductions being allowed to reach our net figure as (1) above; in the case of widows of clergymen applying for educational help the standard of income is usually well below £200. The number of clergy children receiving help in 1921 was nearly 550.

It is found, perhaps inevitably, that many would-be new applicants feel from the very nature of their calling too sensitive to put forward an application, and there is always, therefore, the tendency for certain clergymen, especially those with large families in which emergencies frequently arise, to become regular applicants, and for them to expect annual help. This consideration concerns in a special degree the Dioceses in Wales.

In 1921, in an endeavour to extend the scope of the Corporation with regard to "personal" grants to new applicants among the clergy, a confidential letter was addressed to most of the Archdeacons in English Dioceses, and the results produced many new cases of distressing clerical poverty. During that year, the amounts actually devoted to the three above-mentioned categories were as follows:—

To clergymen (including annual grants)	£5,920
To widows and daughters (including pensions)	£24,325
For education, apprenticeship and outfit	£5,933
	£36,178

The figures for the current year will be approximately similar.

The explanation of the comparatively small amount given in "personal" grants to the clergy lies, of course, in the fact that the Corporation administers a large number of individual trust funds and is restricted thereby.

A special need has existed up to the present time in the direction of providing a substantial contribution towards a clergyman's pension on his retirement. Special attention has been given to this question, but hitherto only restricted funds have been available. It is a common experience to find an aged incumbent remaining in duty far beyond the time at which reason or efficiency would warrant such a position.

It is my intention to bring on Thursday next *before the Commission* copies of the *monthly* Lists of Petitions submitted to the Petitions Committee during the past three years and to take at random various cases, giving the full details, at any dates selected by the Commission.

In conclusion, I append the circumstances of some typical cases which have arisen this year.

ALDRED C. ROWDEN,
Registrar.

2. List of documents put in by witness.

(i) Corporation of the Sons of the Clergy. Report for the year 1921.
(ii) Circumstances of some typical cases which have arisen in 1922. (*Private.*)

3. Summary of oral evidence of witness.

Objects of the Corporation.

The primary object was to provide pensions and donations for the widows and maiden daughters of the clergy. In addition, grants are made to many of the living clergy, and some fifty pensions are given, and there is considerable endowment for the education of the children of the clergy.

Income.

The income is slowly increasing, and is now about £38,000. Of this the General Fund (£20,000) is expended on widows and maiden daughters, including a few apprenticeship grants. The Special Fund of £5,000 goes in grants to widows and daughters, certain grants to unmarried clergy, and annual grants to retired clergy. The Festival income is dealt with by a special Festival Committee, and is chiefly spent on education. The remainder of the income is in respect of special trust funds; some £5,000 p.a. of this is available for personal grants to the clergy, and in addition a further thirty annual grants are provided therefrom, the remainder being devoted to education.

Sources of Income.

A large amount of the agricultural property was very profitably sold during the boom. The Festival is a considerable source of income, there being about one hundred stewards who pay thirty guineas on the first occasion and twenty guineas the second year. Legacies are dealt with half as income (but in any case not exceeding £2,000) and half as capital.

Widows and Daughters.

The income of grantees must be less than £120 gross. The widows and maiden daughters must usually be over forty-five. About one-third of the total income goes in pensions to these. The families of deceased clergymen are often in very great want.

Living Clergy.

No " personal " grant is usually given if the income exceeds £350 gross or £280 net. Curates are included, and one-fifth of the amount goes to them; there is in addition a special fund for Christmas grants to curates. The amount given in personal grants could be increased from the Special Fund if the Court of Governors so chose. There are four main reasons for making a grant: (1) dilapidations, (2) illness, (3) moving house, (4) debt. All possible sources of income are gone into before making a grant. The number of applications remain about constant at 300 p.a. This is not the true measure of need, as many dislike applying to a charity. Efforts are made to search out cases and offer help.

Annual Grants to Clergy.

These were started twenty years ago with a small trust fund; ten years later a fund was given to enable incumbents to resign. The Governors are attempting to increase the money available for this purpose. The maximum is £30 p.a., and it is chiefly given to enable incumbents to take advantage of the Ecclesiastical Commissioners' scheme. All annual grants are given at the pleasure of the Governors.

Grants for payment of debts.

The maximum is usually £30, conditional on the rest of the money being raised in other ways and the debts being paid. No cheque is paid until proof of the conditions being fulfilled has been furnished.

Educational Grants.

The maximum income to entitle clergy to such grants is usually £400 gross and £350 net. There are eight or nine exhibitions at the Universities of about £50 p.a. granted to trainees for the ministry.

Financial Position of the Clergy.

The incomes of the beneficed clergy have increased largely owing to the increase in the value of tithe and the help given by the Ecclesiastical Commissioners and others by augmentation. Relatively speaking they are worse off than before the War. There seems no prospect of their ever being in a position to make adequate provision for their families or for old age, sickness, etc. If the standard of efficiency and capacity of the incumbents could be considerably improved, contributions by the laity to the clergy's stipends would undoubtedly considerably increase. It is specially necessary to reform patronage and the financial organisation of the Parochial Church Councils.

System of making Grants.

No applicant within the limits of income laid down is ever refused unless for some reason he is undeserving. Probably 98 per cent. of applications are granted. The amount given is limited. This has always been the policy of the Corporation, and has been preferred to that of giving larger sums to fewer people.

Other Societies.

Close touch is kept with the Poor Clergy Relief Corporation and the Friends of the Clergy Corporation, and information is regularly exchanged.

FIFTY-SEVENTH WITNESS. Mr. J. A. MACONCHY, Hon. Secretary of The Representative Body of the Church of Ireland.

24th January, 1923.

1. Précis of evidence as supplied by witness.

Clergy 1,391. Population 580,000.

All figures are of the 31st December, 1921.

(1)	Capital Accounts	£9,457,110
	Reserves	£338,769

This capital is held in trust by the Representative Body as to £8,560,672 for diocesan and parochial funds, as to £616,015 for funds under the control of the General Synod, and as to £280,421 for subscribing members of the Widows and Orphans Fund.

£645,818 is invested upon "Specific Trust," *i. e.* :—

A separate security is set aside for each separate trust, and the dividends therefrom constitute the income of the trust.

The rest is invested upon the "Current Rate" system, under which fixed rates of interest are paid upon capital. The rate is fixed from time to time a little below the actual earning power of the new money coming in for investment, and the income derived from such investments therefore exceeds the fixed interest payable, and *pro tanto* swells the surplus income available for application by the General Synod to the purposes of the Church.

The gross revenue from investments was in 1921 £414,358, out of which £24,530 was credited to specific trusts and £334,229 as fixed interest to Capital Funds.

The ultimate surplus, after payment of expenses and adjustment of War Suspense Accounts (now closed), was £40,770, of which the General Synod of 1922 distributed £40,500 in special grants.

The fund paid over at Disestablishment, as the capitalised value of 2,043 Annuities amounting to £596,913 per annum, was £7,581,075. The annual waste was made up by capital donations and by annual parochial assessments. As the annuities cease, proportionate capital is transferred to diocesan funds. There now remain annuities amounting to £3,018, in respect of which £89,498 capital is still held intact out of the original £7,581,075.

(2) The income from investments for which the Representative Body accounts to the General Synod is not the total income of the Church.

Parochial assessments were in 1921 £123,456, paid in to the Representative Body, and paid out to the clergy.

These assessments are under Diocesan Financial Schemes. Each Diocese has its own capital and its own Scheme. No two Schemes are identical. The Representative Body acts as Bankers for all Dioceses and pays to the order of the Diocesan Councils.

By the Minimum Stipend Act of 1920 no appointment of an incumbent can now be made unless there is provided £400 a year and a free house. Failure so to provide involves either :—

1. Amalgamation with an adjoining parish;
2. Under very special circumstances appointment of a curate-in-charge;
3. Relegation to a "Light Duty" parish, to which only a superannuated clergyman can be appointed.

In addition to the stipends payable under Diocesan Schemes, the endowments of existing incumbents have in many, if not in all cases lately been increased by parochial subscription. But these additions do not come within the direct purview of the Representative Body.

Parochial assessments have rarely been in arrear, but depopulation may, in the south and west, change this favourable position.

As a rule, the assessment is met as the first obligation of a parish. Legacies often provide capital, the interest on which equals the subscription previously given, and *pro tanto* relieves the obligation in respect of assessment.

N.B.—The separate financial entity of each Diocese undoubtedly stimulated generosity at the time of Disestablishment. The strongest attachment of the laity is parochial; of that full advantage can and should be taken; almost equally strong is diocesan loyalty. Far more money was forthcoming for diocesan episcopal funds and diocesan general purposes than could have been obtained for the Church at large. Recent experience in the amalgamation of parishes and the attempted amalgamation of Dioceses has proved the strength of these ties.

The latter question may never become acute in England, as it is rapidly becoming in Ireland; but it is worthy of note that the financial entity of a Diocese and the consequent difficulty of vested interests have hitherto proved insuperable obstacles to even the frame of union. With us, the people are migrating or disappearing, but the money remains.

If separate diocesan entities are to be established care should be taken at the outset that diocesan financial schemes should be identical.

(3) (i) The Irish Church bought at Disestablishment as many glebes as were required. Her churches were not taken from her.

Each church is kept in repair by its parish. Self-interest has been strong enough to do this. Perhaps the ever-present rivalry with the majority has here been of assistance.

Glebes are managed by Diocesan Glebes Committees, under complete rules, often revised. Loans from Church money are granted by the Representative Body, the incumbent, who holds under lease, being liable for repayment by instalments, deductible from his stipend. It is too soon to judge of the complete effect of the Minimum Stipend Act of 1920, which will eventually give to every incumbent a "free house," including an indemnity from the parish against all cost of repairs.

In each parish are two glebewardens, to safeguard the incumbent and the parish respectively; and repairs are only ordered, and loans obtained, after a representative commission has visited and reported.

(ii) The Church has a share in the control of the Divinity School in Trinity College, Dublin, three representatives of the Bench of Bishops having seats upon the "Divinity Council" of twelve.

Pensions up to £300 a year are payable under the Superannuation Acts of 1905 and 1922.

Over 65 per cent. of the income is derived from assessment on diocesan funds based upon the actual endowments of the clergy. Each cleric makes a return, and on the aggregate of these returns the assessments on the Dioceses are made. The present rate of assessment is 4 per cent.

About 33 per cent. of the income is derived from interest on capital, to which any surplus income is added.

In 1922 the maximum pension was raised from £200 to £300, the income of the fund being for the present supplemented by £5,000 a year from the annual surplus of Church Funds at the disposal of the General Synod.

Conditions of retirement are age, ill-health and length of service.

The superannuation scheme is not based upon actuarial figures.

Payment of annuities from the Widows and Orphans Fund is made upon actuarial figures. This fund is built up of compulsory annual contributions deducted from the stipends of the clergy. Between the ages of 24 and 35 the normal contribution rises from £5 15*s.* to £7. After 35 it is fixed by the actuary. That contribution entitles a widow and each orphan to the normal annuity. By paying a larger contribution proportionately larger annuities can be secured.

The present normal annuities are £48 for widow and £6 for orphan.

The whole of this Fund is derived from contributions by the clergy. It is in effect a mutual Insurance Fund.

There is also available for assistance to widows and orphans a "Supplemental Fund," built up of grants, donations and legacies. At present each widow receives from this source £5, and each orphan £5 per annum.

This Supplemental Fund is free from actuarial supervision.

(iii) Stipends are provided for Bishops from income on capital dedicated to that purpose. Each Diocese supplemented, chiefly by individual subscriptions, such grants as the General Synod was able to make, and so raised the capital.

See Houses are included in the term " Glebes."

A few Deans are provided for by endowment. The majority rank, for stipend, as incumbents, officiating in Cathedrals, generally with some supplement from diocesan funds.

Pensions for Bishops are provided as to £500 from the income on capital dedicated to that purpose, and as to £300 either from Clergy Superannuation Fund or (rarely) from the stipend of the Bishop's successor.

Deans come under the Clergy Superannuation Act.

(iv) Each Diocese provides and pays its own lay officers. There is always a whole-time Diocesan Secretary; and in the larger Dioceses one, two or more clerks.

The Representative Church Body acts as Bankers to the Dioceses. Each Diocesan Account is credited with such income as appertains thereto, and debited with payments made to the order of the Diocesan Council.

The diocesan internal accounts are kept by the Diocesan Council, the ultimate balance of all such internal accounts being the (banking) balance shown in the accounts of the Representative Church Body, on which interest is allowed.

The Diocesan Office prepares and forwards to the Representative Church Body requisitions for payment of the quarterly stipends and all other payments authorised by the Diocesan Council; keeps all the diocesan internal accounts, arranges for and keeps the records of all Diocesan Synod, Council and Committee meetings, conducts all correspondence relative thereto, and issues to each parish particulars of assessments to be paid.

2. List of documents put in by witness.

(A) Church of Ireland. Journal of the General Synod, 1922. Edited by J. A. Maconchy. [Hodges, Figgis & Co., Dublin.]

(B) The Constitution of the Church of Ireland, 1919. Edited by the Legislation Committee. [Hodges, Figgis & Co., Dublin.]

(C) Chapter XIII. of the Constitution of the Church of Ireland, 1919. With Amendments to 1922 (inclusive). Management of Glebes and Parochial Buildings.

(D) Church of Ireland. Journal of the Special General Synod, 1920. Edited by J. A. Maconchy. [Hodges, Figgis & Co., Dublin, 1921.]

(E) Fifty Years of Disestablishment, by Henry E. Patton. [Association for Promoting Christian Knowledge, 37, Dawson St., Dublin.]

(F) Report of Committee on Retrenchment and Reform. October 15th, 1919. [University Press, Ponsonby & Gibbs, Dublin. Price 2*d.*]

(G) Chapter XV. of the Constitution of the Church of Ireland, 1919. Provision for the Superannuation of Clergymen. 1922.

3. Summary of oral evidence of witness.

Origin of Funds.

At the time of disestablishment the Church had the capitalised annuities which formed a wasting fund. Since that date the whole of this capital has been replaced and added to. Since disestablishment £2,000,000 has been given as trust funds, and there are now an average of 150 new trusts a year. The present funds are very largely drawn from annual subscriptions. Of the £440,000 paid annually to the clergy £200,000 is found voluntarily. People in the habit of subscribing often leave by will a sum sufficient to continue to produce their subscription annually in perpetuity.

Method of Collecting Funds.

It has been found that the most intense interest is taken in the parishes, and after that in the Dioceses. As a result people will give freely for their parish, less freely for the Diocese and hardly at all for central funds. The majority of money is therefore raised and spent parochially, the rest being raised with the Diocese as a unit. The envelope system has been used in the industrial districts of the north with great success.

Financial Position.

Last year the General Synod had a surplus of £40,000, and nearly every Diocese has a considerable reserve fund. The surplus was expended as follows: to reserve £15,000, to glebe grant, £4,500, bonus to clergy £15,000, Superannuation Fund £2,500, Widows and Orphans Supplemental Fund £2,500, Belfast Additional Clergy Fund £2,000.

General Synod and Representative Body.

The Representative Body is incorporated and acts as trustee for all trust funds, and is also appointed as a committee to administer many of the acts of the General Synod. The Representative Body has no control over diocesan funds, except to see to their proper administration. The keeping of each Diocese as a water-tight compartment has helped to stimulate the generosity of the laity.

Stipends of the Clergy.

The various Dioceses have different schemes, but in all the Diocesan Secretary informs each parochial treasurer the sum that must be found annually for stipend. By the new Act of 1920 no incumbent can be instituted unless there is a stipend of £400 p.a. and a free house. The guarantee of the parish to provide this is accepted. The penalties for failure are either amalgamation (which is most strenuously opposed in all cases) or the turning of the parish into a light duty parish. In the latter case the parishes provide such stipend as they are able and the remainder is made up out of the Superannuation Fund, and a less able-bodied clergyman is provided. Most parishes are putting up the £400. Nothing is given as a rule from central funds to augment stipends, though grants may sometimes be given.

Assessment of Parishes.

The assessment is a moral obligation on the whole parish. The lowest assessment in the Diocese of Dublin is £128 p.a. The voluntary subscriptions for augmentation of stipends are additional to this, and are merely the additional gifts which the generosity of individuals adds. The assessments must be, and in nearly every case are, paid in advance to the Representative Body. The voluntary subscriptions go direct to the clergy. Many parishes have over-subscribed their assessment, and have a credit. Occasionally there may be a refusal to pay; the stipend, however, is paid automatically whether the assessment is paid or not, but (in Dublin Diocese) the Diocesan Council can suspend the stipend if they think the incumbent is in the wrong.

Patronage.

The parish has a great voice in the management of Church matters, and the patronage is exercised by parochial and diocesan nominators sitting jointly in secret session. The appointments nearly always give satisfaction, and this form of patronage is one of the greatest stimulants to financial success.

Glebe Houses and Land.

This includes residence houses. Out of 1,100, 950 are vested in the Representative Body and more are being vested each year. Up till the Act of 1920 they were maintained at the incumbents' expense. Now they must be maintained free by the parish. This includes the paying of rates on the houses. The incumbent signs a lease and the parish indemnifies him against his liability.

Management of Glebe Houses and Land.

Each Diocese has a Glebe Committee, and each parish has two glebewardens, one appointed by the vestry and one by the incumbent. Each year the rural dean and glebewardens examine the glebe and report; if there is any serious defect the diocesan committee can apply for a loan from the Representative Body to remedy it, the loan being repayable by the parish in annual instalments. Every fifth year a commission, consisting of the glebewardens, the diocesan architect, a member of the Glebe Committee and of the Representative Body, examine the condition of the house, etc., and report, money if necessary being loaned for repairs by the Representative Body. There is an appeal as to such expenditure to the Representative Body, whose decision is final. It is a very good system, and the glebe houses with scarcely any exceptions are in very good repair. The parishes have cheerfully accepted the responsibility for maintenance.

Superannuation of Clergy, Pensions.

This scheme is self-supporting. Each Diocese is assessed annually upon the stipends paid to its clergy and pays 4 per cent. on this sum to the Representative Body. These contributions are always paid regularly and in full. The General Synod gives £5,000 a year to the scheme. The diocesan monies come partly from parochial contributions. The incumbent pays nothing. The maximum pension is £300 p.a. from the central fund; in some Dioceses this is increased to £450 from diocesan funds. There is no age limit for superannuation, which must be applied for by the clergyman, and may be granted if (*a*) he is over 70 and has served 40 years and is disabled by age or infirmity (after 75 this is assumed), or (*b*) has served not less than 20 years and is permanently disabled (medical certificate) by age or infirmity. The amount of pension varies with length of service. The number of pensioned clergy is stabilised at about 10 per cent. of the total, but this may increase with increase of pension maximum lately given.

Widows and Orphans Fund.

This is put up by the clergy themselves. Subscription is compulsory for all clergy, married or not, and varies with age of starting from £5 15*s.* to £7. There is no limit of age for entering, but there is power to refuse an entrant on a medical certificate. Any clergyman can double his subscription and get proportionately increased benefits. An actuarial calculation is made quinquennially to determine the rate of payments. These are now : widows £48 plus £6 for each child up till age of 21 or previous marriage. There is a supplemental fund from voluntary contributions, etc., allowing at present an extra £18 p.a. to be given.

Bishops' Stipends and Pensions.

The stipends largely come from voluntarily subscribed funds. They are all now provided for from capital, though they have not been increased as the clergy's. They vary from £1,500 to £2,500. The Bishops have to pay their own dilapidations and rates. Each Bishop counts as an ordinary clergyman for the general Superannuation Fund, from which he gets £300, and in addition he gets £500 p.a. from the Episcopal Superannuation Fund. This has been accumulated gradually and is now fully endowed. The Bishop himself makes no payment.

Other Officers of the Church.

There are no persons equivalent to residentiary Canons, with the exception of one or two unattached clergy in Dublin. There is some controversy as to whether it is desirable to have persons without any parochial work who can give their time to study and literature. The diocesan officers are all paid from diocesan funds, the legal work being done voluntarily.

Clergy.

As a rule the clergy stay in one Diocese. On institution they sign a legally binding contract to abide by and obey all the laws of the Church.

Curates.

The minimum stipend is £200. The parish is responsible for his payment, the incumbent for his appointment and dismissal.

Membership of the Church.

In the south the members are largely drawn from the lower middle classes and the landowners, in the north they are largely industrial. There is one very poor Diocese which is helped from the central funds. The members of the Church have realised their responsibility, and give very largely in proportion to their income. The more they are asked to do the more willing they seem to do it. The sums asked for in English parishes seem ridiculously small compared to those asked for in Ireland.

FIFTY-EIGHTH WITNESS. Mr. F. MORGAN, Secretary to the Representative Body of the Church in Wales.

24th January, 1923.

1. List of documents put in by witness.

(i) A Short Summary of the Constitution of the Church in Wales (Revised Edition), by Frank Morgan. Price 2*s.* per doz. [W. Spurrell & Son, King St., Carmarthen.]

(ii) The Constitution of the Church in Wales. December 1922. Price 1*s.*

2. Summary of oral evidence of witness.

The Representative Body.

The Representative Body holds all trust funds and commutation monies and makes all payments—except with regard to money raised and expended locally. It deals direct with the Diocesan Boards of Finance and of Dilapidations, not through the Diocesan Conference.

Diocesan Conferences and Boards.

The Boards of Finance are elected in much the same way as in England, and on a practically uniform system. Duties can be imposed on this Board by the Conference. As much responsibility as possible is thrown on the diocesan bodies. The Board of Dilapidations is elected by the Board of Finance, but is responsible only to the Representative Body. Practically all societies and private trusts have been brought under the Diocesan Boards.

Commutation Monies.

Commutation was compulsory in every case, and the amount was based on so many years' purchase for the life of each office-holder. The income from the commutation fund treated as capital is insufficient to meet the annual charges, and these are made up from income derived from the levy or the Appeal Fund.

The Levy or Quota.

The Dioceses are assessed on an old basis. A good basis for such an assessment (but not for smaller areas) is to allow one point for area, two for census population, and three for Church population, which latter can be estimated from Easter communicants and parochial rolls of electors. The levy last year was £45,000, and it was paid in full. It is not likely to be increased immediately, as—as in England—the people have been pauperised by endowments and have not yet learned the duty of giving. The total income last year of the Representative Body was £460,000.

Assessment in Dioceses.

There is no uniform system of division of the quota amongst the various parishes. No determination has been arrived at as to the best method. It was thought advisable to allow the local authorities to experiment and thrash the matter out thoroughly. Some parishes make default and may be punished by the Diocese by withdrawal of grants. The money for the quota is raised in every sort of way.

Propaganda.

The Representative Body does no propaganda work; the Dioceses do some. No material is provided for the parishes for this purpose.

Stipends of the Clergy.

These are paid direct by the Representative Body. This Body fixes the average sum available for all incumbents (now £310 p.a.), and this is allocated by the Dioceses according to the population and difficulty of working the benefices, urban benefices receiving more than rural. The stipends vary from a minimum of £250 and a house to £470. Where there are vested interests outstanding these have to be paid in full. The amount of the various stipends fixed by the diocesan scheme is scrutinised and approved by a committee of the Representative Body. The incumbents practically all receive Easter offerings in addition, and in some cases up to £200 p.a. is guaranteed by the parish. The actual average of stipend received is about £330.

Payment of Curates.

The minimum for a priest is £200 p.a. This is paid as to one-third by the Representative Body, one-third by the Diocese, and one-third by the parish.

Clergy Pensions.

Incumbents with vested rights are legally entitled to one-third of their average income over the last seven years. This is generally brought up to £150 if possible by grants in aid. At present there are sixty-five annuitants, costing £10,000 a year. A new scheme is under consideration aiming at half the standard income (£155) as the maximum on compulsory retirement at seventy; retirement for ill health being allowed earlier, after twenty years service, the pension being decreased proportionately in amount. This would be non-contributory. In addition there would be a compulsory contributory scheme of £5 p.a., bringing in an annuity at seventy (in the case of joining at twenty-three) of £85 p.a.

Residences.

These were all handed over to and are to be vested in the Representative Body under the Act. They include a curtilage of varying amounts up to about six acres.

Dilapidations Scheme.

This scheme is compulsory to all new incumbents since 1920, others with vested interests who do not come in are bound by the old law. The Representative Body gave £15,000 to help the incumbents to put their houses into repair before entering the scheme. A great majority of incumbents are now in the scheme. There are about 850 residence houses altogether. The scheme is worked by the Diocesan Dilapidations Board under the control of the Representative Body, who appoint and pay the Surveyor on the nomination of the Board. A separate fund is kept for each Diocese formed by the payment of $7\frac{1}{2}$ per cent. of the total stipends for the Diocese, one-third each by the incumbent or parish, the Diocesan Board of Finance, and the Representative Body. This may give too large a sum, in which case it will be reduced. The average income of a benefice is £330, and $7\frac{1}{2}$ per cent. interest on that should be ample. Canons' residences have just been brought under the scheme. Bishops' and Deans' residences have not yet been dealt with.

Insurance.

The Representative Body insures all the residences and pays the premiums out of its general funds.

Glebe land.

Land producing £20,000 p.a. was handed over; of this half was sold at a profit of 50 per cent. More is being sold. Land up to the value of £125,000 is being repurchased for incumbents who require a field or two. This is being let to the incumbents at $4\frac{3}{4}$ per cent. of the purchase price, the incumbent paying all outgoings. If the rent is not paid it will be stopped out of the stipend.

Union of Benefices.

Parishes can be united very easily. The Diocesan Conference, with the consent of the Bishop, make the recommendations, which are approved by the Governing Body. Unions have been and are being made, but new parishes are being created as or more quickly. Where residences are sold the money is held for the Diocese, to provide residences where required.

Training for the Ministry.

Thirty scholarships of £50 p.a. are granted for six years. The Dioceses as a rule double these. The training aimed at is three years at the University, two years at a Theological College and one year devotional training. The trainees go to Welsh University Colleges, Oxford, Cambridge or Durham. About fourteen went to St. David's College, Lampeter, last year, which is in great difficulty financially. The present number of clergy is 1,000 incumbents and 400 curates (for a Church population of about 700,000, including children). There is a considerable shortage. Last year the wastage was 34, while 51 were ordained. There is some feeling against English Bishops ordaining persons whose training has been paid for by the Church in Wales. Those under the scholarship scheme are tied to serve seven years in Wales.

Widows and Orphans.

Nothing definite has yet been done in this direction. It will probably be left to the Dioceses who have the local knowledge, which will avoid further unnecessary publicity.

Parson's Freehold.

There is a limited freehold now in Wales. The incumbent can be removed if (*a*) the Bishop thinks he would do better elsewhere, or (*b*) his continuance in office is found to be grievously prejudicial to the welfare of the Church. In this case he must receive such pension as is thought fit.

Bishops and Dignitaries.

The question of their stipends has not yet been dealt with, as they practically all have vested interests. Their pensions are fixed—as regards vested interests—at one-third of their stipend.

Cathedral.

The arrangements of staffs are not satisfactory. The Llandaff scheme was adopted for all the Dioceses, and it is not suitable for the others, *i. e.* twelve Canons each with one month's residence. They each have a parish and receive a small extra sum for their month's residence.

Diocesan Staff.

There is a desire to have a floating emergency staff for each Diocese to help generally and in emergencies. This may be arranged in connection with the canonries.

Archdeacons.

There is a strong feeling that these should not hold livings, but should devote themselves entirely to archidiaconal work. £500 p.a. should be their minimum stipend, and travelling expenses paid.

FIFTY-NINTH, SIXTIETH AND SIXTY-FIRST WITNESSES. Mr. F. HUGH LEE,* Mr. A. V. HUDSON, and Mr. ARTHUR DAY, of the Association of Bishops' Secretaries and Registrars.

2nd March, 1923.

1. Précis of evidence as supplied by witnesses.

Ecclesiastical Fees.

Lord Cave's Committee on the Property and Revenues of the Church having asked for a return of fees of Secretaries, Registrars and other ecclesiastical officers for the years 1912–1921, the Association of Bishops' Secretaries and Registrars met and considered the application.

In response thereto, and in compliance with their resolution to make the Return asked for as far as possible, the Association prepared and transmitted to the Committee's Secretary, Mr. Aubrey Lawrence, a Memorandum.

Attached to the Memorandum was a print of the revised scales of fees made as recently as 1908 by Order in Council in lieu of a like Order of the year 1895 in respect of all statutory duties of the ecclesiastical officers. Also a schedule of fees made in 1895 for certain work outside the statutory duties.

The scales and the schedule of 1895 were approved by Convocation and were accepted by the Bishops for general use in their Dioceses, and the scale of the Order in Council of 1908 was approved by a Committee appointed by the Archbishops and the Lord Chancellor.

All work outside the scales and schedule is left to be paid for under the scale of remuneration which governs the legal profession.

The fees settled by the Order in Council of 1895 remain except as slightly altered in 1908, the chief alteration being a reduction of fees for institution to benefices of small value.

1. Fees.

The scale of 1908 has settled the fees payable for institutions, ordinations, etc., and though it may be desirable that these fees should not fall on the clergy, yet the present method of payment must continue until some sufficient substituted fund is created out of which they can be paid.

With regard to the Archbishop of Canterbury's Table of 1889: this Table is still in use, and applies to contentious cases in the Consistory Court, and no change is suggested in this respect. It was quite a right method of dealing with such fees.

Marriage Licence fees, Registrar, Bishop's Secretary, etc.

A sufficient uniform set of fees is considered to be desirable.

2. Expenses.

The heads under which expenses are incurred are for office accommodation, qualified clerks' salaries and all other usual office expenses. All expenses fall upon the Registrar or Secretary.

As regards suggested "comparative advantage and economy" of conducting the offices of Registrar and Bishop's Secretary as part of the business of a solicitor's office, much may be said in its favour, having regard to the knowledge and practice of the law, which are essential qualifications. A slight, but negligible, saving might in some cases result from the suggested alternative method of a separate concern in a Diocesan Registry building.

The present system has worked very well, and it is eminently desirable that the Secretary (and Registrar) should be men with general knowledge and experience of law, quite as much as a Chancellor if they are to give due attention to the business.

The ratio of expenses appears to be ordinarily about 33 to 40 per cent. In some cases it is reported to be higher. The ratio of 40 per cent. was fixed by the Ecclesiastical Commissioners in the case of severance of the Diocese of St. Edmundsbury and Ipswich from the Dioceses of Norwich and Ely.

The duties which have to be performed are set out in detail in the Annual Diocesan Calendars in both Provinces, and other legal text-books, for the information of the public. Neither the duties nor the meed of remuneration accorded call for any explanation beyond that which was accepted after full inquiry in 1895 and 1908. The fees as finally

* Mr. Lee died on 6th February, 1924.

settled in 1908 were acquiesced in by the officials because they understood that by so doing they might regard the question of ecclesiastical fees generally as settled.

One who was fully acquainted with the proceedings and decisions of the latter Commission wrote as follows :—

> " That anyone acquainted with the facts could not reasonably maintain that the total emoluments received by a Bishop's Secretary or Diocesan Registrar are more than a very moderate return for the services rendered by him as a whole. He must be a solicitor of good position. He must maintain a clerical staff greater or less according to circumstances. He must devote to this work the best, and often the whole of his time. The ordinary routine business is considerable, in many Dioceses very large, and requires care and special knowledge for its due discharge but beyond this he has to get through a formidable amount of correspondence and interviews with the clergy and churchwardens of the Diocese. They seek his advice on many and various subjects. It must be given, and is given gratuitously. In addition to this he is at the command of the Bishop in all the manifold affairs of the Diocese."

If the present movement aims at due recognition of the entire sphere of work of the diocesan Secretaries and Registrars upon a fair and equitable basis, it must necessarily provide for due recompense for the large amount of unremunerative work which falls to their lot in relation to the whole range of matters ecclesiastical (diocesan and parochial) in respect of which recourse is had to either the Registrar or Secretary by the Bishops, the clergy and laity.

Minor Archidiaconal Offices.

With regard to the question of abolition of the offices of Archdeacon's Official and Apparitor, it appears on inquiry that in some Dioceses these offices have not been filled in recent years, and that no inconvenience has arisen as a result of their discontinuance. Their duties have been performed by the Archdeacon and Registrar.

There is no necessity for the continuance of the Archdeacon's Official and Apparitor, but provision would have to be made for the work which nevertheless has to be done.

As to uniting the Offices of Registrar and Secretary.

The question of uniting the offices of Registrar and Secretary is an open one, and the Association is disposed to the view that the Bishop of the Diocese must have an entire freedom as to whether he is to be bound to have as Secretary the person who holds a freehold office in the Diocese or whether he is to be wholly untrammelled in his choice of a Secretary. It may be pointed out that the Bishops have not by their action felt that such a union is in every case desirable.

The offices are united at York, the holder not engaging in general private practice, but Mr. Hudson, the Registrar and Secretary there, expresses the view that cases might arise where it might be desirable that the offices should be held separately. The registrarship should be a freehold office with a retiring age (or circumstances such as physical infirmity), but with an adequate retiring pension.

The present arrangement for compensation for loss of office on the division of a Diocese and the formation of a new Diocese is not satisfactory.

3. As to payment by salary or fees.

There is a diversity of opinion as to the suggestion of payment by salary instead of fees.

When in the year 1876 a Bill was brought in on the subject of Ecclesiastical Fees and Offices, the then Secretaries and Registrars submitted Notes and Observations " in no spirit of opposition to the proposed legislation " so far as it was directed towards effecting community of practice and of action—as well as uniformity of fees—throughout the Dioceses in the performance of duties " by Officials whose functions are so intimately blended with the ecclesiastical polity of the Kingdom."

The abolition of the Judge and Registrar of Archidiaconal Courts was proposed at that date.

Defining of duties of Registrars was suggested then rather than being subjected to the indefinite and unlimited work which might from time to time be imposed upon them by Rules and Orders and by the enunciation of an indefinite principle which might be put into operation to an oppressive extent.

" Salaries " appear to have been intended at that date, for the Officials' Observations submit that on several considerations " the Salaries of the various Registrars should be specified by the Act instead of being left to be adjusted out of a common amount."

And, further, that Registrars' salaries should be subject to no deductions except income tax, and that there should be added to the salaries a sufficient allowance for clerks and general office expenses.

The witnesses were not aware of any substantial fees paid for which little or nothing is done.

If payment by salary were adopted :—

By whom and from what sources would the salary be paid?

How would the duties be defined?

In any case the salary must be adequate for (*a*) the work done, (*b*) the responsibilities of the office, (*c*) the expenses to be incurred, and (*d*) the extent to which demands are to be made upon the salaried official by the numerous calls which will in such case be made upon his time as a qualified legal adviser and practitioner. But there is a unanimous view that such officers cannot be made responsible for collection of fees with a duty of enforcing their payment for transmission to the funds of a central body.

Referring to the Welsh Church Committee's Recommendations :—

If payment by salary should be the method adopted, it appears to us that there might be considerable difficulty in settling the amount of the salary, the circumstances of each Diocese being so different. By what means will a basis be ascertained and also what additional sum should be assigned for rent of offices, salaries of clerks and other office expenses?

How is the sliding scale to be settled and when and in what circumstances will it be called into operation?

The cheapening and simplifying of procedure for minor faculties which do not involve structural alterations have already been effected.

Unremunerative work.

The question of the present large amount of unremunerative work would as a consequence of a salaried position become very serious. At present it is clearly understood that nothing is obligatory beyond the specified duties for which the fees are allotted, but in the case of a salaried officer both clergy and general public might consider that each and all have the right to call upon such officer to give time and trouble to the unravelling and decision of every question which may arise in relation to the entire scope of their several relationships and duties, no inconsiderable sphere of operations in any parish in the kingdom either large or small. At present there is some reasonable hesitation by the general public in these matters whilst the duties of an officer are limited by schedule and his remuneration is fixed.

The foregoing view of the demands which would be made is supported by the extent to which Registrars are called upon by Parliament, the Ecclesiastical Commissioners, Ministry of Agriculture and others to provide for the following items without payment under the existing conditions :—

1. (*a*) Registration and entering of deeds, alterations of parish boundaries and diocesan maps.
   (*b*) Registration and entering of Orders in Council.
   (*c*) Registration and entering of mortgages and grants to parishes.
   (*d*) Registration and entering of tables of fees.
2. Ministry of Agriculture. Tithe redemptions and alterations of tithe awards (in one Diocese nearly 200 in a year) and glebe sales, and other like records of frequent recurrence.
3. (*a*) Election of Assessors under the Clergy Discipline Act 1892.
   (*b*) Voluminous correspondence on matters under the Ecclesiastical Dilapidations Act and proceedings for the election of Surveyors.
   (*c*) Election of Commissioners under the Pluralities Act 1895.
4. Notices under the Benefices Act 1898 and Rules 11 & 12 of 1898.
5. Provision by Registrars of offices and places of safe deposit for filing and registration of documents and title deeds received from the Ecclesiastical Commissioners.

The shifting of payment of fees from the clergy to the diocesan bodies will tend to indicate a right on the part of all the laity to invoke the aid and advice of the salaried officer to an extent which (if it does not prevent the fixing of a maximum salary) will nevertheless create a large demand for increase of clerical staff and other expenses, all of which are now met by the present officials from the fees, *i. e.* if such demand from the laity is to be regarded as legitimate and to be acceded to.

2. List of documents put in by witnesses.

(i) Memorandum by the Association of Bishops' Secretaries and Registrars. [*Printed below.*]

(ii) Statutory Rules and Orders. 1908. No. 879. Ecclesiastical Fees. [Darling & Son, Ltd., price 1*d.*] [*Printed on pp.* 393–399.]

(iii) Table of Fees recommended by Convocation of Canterbury April 27th, 1894. [*Printed on p.* 401.]

(iv) Scale of Fees fixed by the Archbishop of Canterbury, July 26th, 1889, under Canon 135. [*Printed on p.* 400.]

(v) Interim Report of the Fees Committee to the Governing Body of the Church in Wales, September 1922.

3. Prints of certain documents put in.

MEMORANDUM.

The Association desires to make the following observations to the resolution passed by the Association on the 27th of October, 1921, recommending its Members to make a return of fees to Lord Cave's Committee on the Property and Revenues of the Church.

The Association is anxious to give any help and assistance in its power to the Committee, and with this object in view has passed a Resolution a copy of which accompanies this Memorandum.

A print giving particulars of ecclesiastical fees now in force accompanies, in case it may furnish information that will be of use to the Committee.

The return asked for has reference to two distinct kinds of fees:—

1. The fees in respect of institutions, licences, etc., payable to diocesan officers which are paid by the clergy themselves.
2. The fees in respect of other matters which are not paid by the clergy, but by others.

With regard to No. 1.—These fees have been under consideration from time to time, and eventually in 1908 a revised scale of fees was agreed to. This scale of fees was approved by an Order in Council, and is now in force.

With regard to No. 2.—Special attention is called to the fees paid on the grant of marriage licences. The payments made for these licences in no way affect the clergy, as they are not paid by them, but by others for a privilege which they desire to obtain to suit their own convenience.

The Association desires to point out to the Committee that the fees actually received cover a very large amount of absolutely unrequited work and gratuitous correspondence with and advice to the clergy and churchwardens upon legal questions, and are subject to a great variety of expenses for rent of offices, clerks' salaries, printing, stationery, and postage, all which expenses have more than doubled of late years.

Attention is also drawn to the fact that the returns for the years 1916, 1918 and 1920 are quite misleading, and are no fair criterion of the amount that would be received in a normal year. During these years, which were affected by war conditions, the amount of the fees received was exceptionally high owing to the abnormal number of marriage licences granted. The number of marriage licences granted is now decreasing, and will continue to decrease further in future years. The Association feels sure that the Committee will themselves fully appreciate this, and will give careful consideration to the question of publishing these returns, as the publication thereof might create a false impression amongst the clergy and others.

4. Summary of oral evidence of witnesses.

Office of Secretary.

This is a more personal office to the Bishop than that of Registrar. It is paid entirely by fees, the Bishop paying nothing, The fees remained practically stable throughout the War. A lot of unpaid work is done, including advisory work. It would be well if some salary could be paid for such work. There is no reason why one person should not hold many secretaryships. It has the advantage of extending his experience and making him more useful to the Bishops, and works well in practice.

Office of Registrar.

This is freehold. It would be a pity to do away with the freehold, as it would increase the difficulty of getting a competent local man to hold the office. The Registrar is paid entirely by fees. There would be no objection to payment by salary provided it were adequate and the work to be done for it could be defined; but the work would probably be better done for fees. The great increase in fees during and since the War arises from marriage licences and faculties; it will not continue, but will probably settle at a level above pre-war figures. The Registrars do a lot of unpaid work, including general advisory work.

Fees for Marriage Licences.

These depend on custom and have no other legal foundation. They vary in different Dioceses. They were reduced during the War to members of the Forces below commissioned rank on the Archbishops' recommendation in every Diocese except Manchester. They are now back at the pre-war figure. Registrars have considerable work in reference to their issue. The practice of supplying surrogates with blank sealed licences ready to fill in and issue is not now at all general. These fees form a reasonable and proper source of income for Church officers.

Fees for Faculties.

These increased greatly after the War by reason of War memorials; this increase will disappear, but the Bishops are now more strict as to alterations, etc., in churches, and this will probably mean a small permanent increase in faculty fees. These fees form a fair charge on parishes and others desiring to make alterations, etc.

Visitation Fees from Churchwardens.

The amount of these collected varies from 70 to 100 per cent. in the different Dioceses. It would be a good thing if every parish paid a small annual sum as part of the diocesan quota by way of compensation for these fees, which could then be discontinued.

Induction Fees.

There is some resentment against these, but they amount to very little and some arrangement as to them could easily be made.

Fees generally (other than Court Fees).

The amount of these is regulated by an Order in Council of 1908. On the whole by far the greater amount of fees payable, including those for marriage licences, is drawn from the laity. The sources of fees, speaking generally, are three: (1) The clergy; (2) lay parishioners; (3) laity applying for marriage licences, faculties, etc. In relation to the matters thus dealt with and to all other ordinary diocesan matters in which it is the office of the Secretary or Registrar to advise the Bishop, no other source of remuneration is provided for by the scale of fees.

Combination of Offices of Secretary and Registrar.

As a general principle the union of these offices is not advisable, as the personal office of Secretary cannot well be made part of the freehold office of Registrar. In cases in which the offices are in fact held together the arrangement works well and prevents a certain amount of overlapping.

Union with other Offices.

The office of Chapter Clerk is now held with that of Registrar in some cases and this works quite well. It would not be advisable to combine the office of Registrar or Secretary with that of Secretary to the Diocesan Conference and that of Secretary or Treasurer to the Diocesan Board of Finance. The work is of a different character, and it might lead to difficulty if the Bishop and the Diocesan Conference or the Diocesan Board of Finance disagreed. The combination of the offices would not be an economy.

SIXTY-SECOND WITNESS. Mr. F. H. L. ERRINGTON, C.B., Chancellor of the Dioceses of London, Bath & Wells, Newcastle and Rochester.

2nd March, 1923.

1. Summary of oral evidence of witness.

Pluralism.

Provided a person has time it is an advantage that he should hold three, four or five chancellorships. Each person must judge for himself whether he has the time available. It is desirable to attract practising lawyers, and with a limited choice it is easier to get the right man if he has the prospect of holding several chancellorships.

Remuneration.

This is entirely by fees, as laid down in the Table and for marriage licences. In some Dioceses it is adequate, in most it is not, but if several chancellorships are held together they yield a fair average stipend as a whole. Though a fixed salary might seem more advantageous to the Chancellor, it would not be so advantageous for the Church or the Chancellor in the long run. The present system of fees is very economical for the Church, as they are practically all paid optionally by persons who are willing to pay them, *e. g.*, marriage licence fees. If the Chancellors and Registrars were salaried the salaries would have to come from the fees. If each Diocese kept separate, the salary would have to be based on the minimum fees likely in any year, and the Chancellors would be less adequately paid than they are now. If all Dioceses pooled, there would be a difficulty in collection and a loss of elasticity as to the amount charged, which is often considerably less than the maximum laid down.

Expenses.

These amount to about 13 per cent. of the fees received in an ordinary year, but are considerably more in the years when the Bishop holds a visitation.

Fees.

The amount of these will fall off from the high-water mark reached during the War, but will not go back so low as the pre-war level. The fees in the Tables are regarded as a maximum and not as a uniform charge. It is advisable to retain the very small fees for institution, as these are the only contribution of the clergy towards the maintenance of the Consistory Court, which is the only real survival of the ancient Catholic discipline.

Marriage Licences.

The fees for these form a large bulk of the Chancellor's remuneration. Their origin is in custom. They are granted direct by surrogates (except in cases of difficulty). The fees vary in different Dioceses, chiefly owing to the different charges by surrogates. Though this irregularity is illogical, it is not necessary to alter it, as the additional payments which are customary in various Dioceses help the surrogates who are clergy and often much underpaid.

Faculties.

These have increased in number owing to greater strictness, which is very necessary. The effect of the Advisory Committees, which are very helpful, will be to increase the work and will mean more contested cases.

Chancellor's Work.

This includes much that is not paid for, especially acting as legal adviser to the Bishop. The clergy are also helped, though they have no claim on the services of the Chancellor.

Institution and Induction.

There is no apparent difficulty in legislating for temporalities to vest on institution, thus making induction unnecessary.

SIXTY-THIRD WITNESS. The Rt. Hon. LORD PARMOOR, K.C.V.O.,* Vicar General of the Province of Canterbury.

7th March, 1923.

1. Summary of oral evidence of witness.

Duties of Vicar General.

The duties of the Vicar General are: (1) adviser to the Archbishop and Convocation, (2) confirmation of Bishops, (3) guardian of spiritualities during vacancies of bishopricks, (4) issuing of marriage licences throughout the Province; this latter power is only exercised by the Vicar General of York for the Diocese of York.

Adviser to Archbishop.

The Vicar General advises in confidential matters, matters of provincial or metropolitical character. There is no definite line between the Vicar General and the Diocesan Chancellor's position as advisers.

Confirmation of Bishops.

The procedure in this was altered at the time of the "Gore" case. Objections are now heard in chambers before the ceremony in church. The Vicar General has no power to hear objections on doctrinal matters. If other objections (*e. g.* to identity or morals) were brought to his notice he would refuse to proceed with the confirmation till the objections had been heard. This hearing by the Vicar General protects the Archbishop from consecrating a wrong or unsuitable person when required to do so by the State. Confirmation is possibly a last relic of the true election of Bishops. Its abolition should not be considered until the reform of the whole method of appointing Bishops is considered.

Guardianship of Spiritualities.

This is practically a formal matter, though it entails some responsibility. During the vacancy of a See the Archbishop exercises the episcopal jurisdiction through his Vicar General, who delegates to the Chancellor, the Vicar General receiving a small proportion of the fees.

Marriage Licences.

The authority to issue these throughout the Province is delegated from the Archbishop, who never interferes; though if he expressed a desire as to any particular course of action it would be the duty of the Vicar General to follow it. The charge is 30*s.*; 18*s.* going to the Registrar, 12*s.* to the Vicar General, out of which he pays the surrogates and a part of the rent and office expenses. The amount received from this source has (except for the War years) decreased from the beginning of the century owing to the increasing popularity of marriage by banns. Arrangements have been made for a working agreement with the Faculty Office so as to decrease any possibility of touting or competition; joint surrogates are now appointed. The fact that marriage licences can be obtained from the Diocesan Chancellor or the Vicar General causes some overlapping, but does not matter if both offices are to be maintained.

Remuneration.

The net income in 1900 was about £400 a year; it decreased to £200 in 1912 and 1913. During the War (although the fee for marriage licences to soldiers was reduced to 10*s.*) it increased to £1,800 *gross* in 1918. For 1922 it will probably be about £400 net. The normal fees received are not more than adequate remuneration. The amount of the fees will probably gradually return to the pre-war normal. There would be no benefit in pooling fees.

Amalgamation of Offices.

The offices of the Vicar General and Master of the Faculties might well be combined into one, and the same official might hold both offices.

* Lord Parmoor resigned in January, 1924, on his appointment as Lord President of the Council.

SIXTY-FOURTH WITNESS. The EARL of CRAWFORD and BALCARRES, representing the Society for the Protection of Ancient Buildings.

7th March, 1923.

1. Précis of evidence as supplied by witness.

The Committee of the Society for the Protection of Ancient Buildings understands that although the terms of reference of the Commission on the Property and Finances of the Church may seem to confine it to the consideration of property and revenues alone, the care of Cathedrals and Collegiate Churches does in actual fact come before it, for unless money is specially set aside for the purpose, these buildings and their treasures cannot receive the attention due to them.

The Committee of the Society would therefore submit for the consideration of the Commission on the Property and Finances of the Church some suggestions which it believes will help to safeguard these buildings and their treasures from the harm they sometimes suffer owing to unwise and excessive expenditure of the funds already at the disposal of the Church.

1. It is the opinion of this Society that an authoritative board having the confidence of the nation should be formed; they are of opinion that the Central Committee for the Protection of Churches and their Treasures already existing, if strengthened, would be most suitable for this purpose.

2. The Society would recommend that whenever any scheme of restoration, of addition or demolition which affects the fabric and treasures of Cathedrals and Collegiate Churches is in contemplation, such scheme should be submitted to the Central Committee for the Protection of Churches and their Treasures, or other board which may take its place, before the scheme is carried into effect.

3. The Society would ask that opportunity be given it from time to time to lay before the Commission on the Property and Finances of the Church, or the Standing Committee of the Church Assembly, its considered opinion with regard

(*a*) to any particular case, and
(*b*) to the machinery now (or at any time in the future) existing to safeguard these buildings.

2. Summary of oral evidence of witness.

Care of Old Buildings.

An enormous amount of money has been wasted on the buildings of the Church by doing unnecessary and harmful restoration work, instead of repair work which would have preserved the ancient buildings. Some terrible restoration work is still being done in spite of the improved control of this work. A very large economy could be effected by the proper treatment of Church buildings. The test as to preservation of old buildings is not necessarily beauty; genuineness and authenticity are the fundamental tests to be applied in considering repairs to an ancient building. An effort to add beauty by substituting modern features should be regarded as doubtful, if not actively harmful, more especially if they are imitative.

Diocesan Advisory Committees.

The present machinery is adequate if it could be made more effective and efficient. The Diocesan Committees should be given a legal status in the Church and supported financially. At present the personal expenditure of time and money by the members is very heavy, where they are functioning efficiently. The Diocesan Committees might well be given the responsibility as to the architectural side of faculty applications, leaving the legal and ritual side with the Chancellors.

Central Advisory Committee.

This body should deal with all the larger and more important buildings which do not come under the Diocesan Committee—and possibly appeals from the Diocesan Committees. It should be made more authoritative and influential, and should be given a recognised status as a consultative and advisory body, to which any interested persons could appeal. This would give opportunity for publicity and delay, allowing of discussion and advice, both of which are very valuable.

Central Repair Fund for Cathedrals, etc.

The formation of a central fund to ensure a more even distribution of monies devoted to the conservation of the more important church buildings is likely to prove useful.

Faculties.

These are still granted in some cases without due regard to the architectural merits. Ecclesiastical lawyers are not necessarily judges of architecture. The responsibility as regards architectural matters should be put on the Diocesan Advisory Committees.

Unions of Benefices.

Some arrangement should be made for a fabric fund to preserve old churches which become disused through such cases as the union of benefices.

SIXTY-FIFTH WITNESS. Captain T. F. WATSON, Organising Director and Hon. Treasurer of the Duplex Envelope System.

7th March, 1923.

1. Summary of oral evidence of witness.

Origin of the System.

On a visit to the United States in 1907 it was noticed what little fuss was made in collecting money for the churches, by the use of this system. It was also noticed in this country that those parishes most interested in missionary work found it easiest to raise money. The raising of money by means of bazaars, whist drives, raffles and even lotteries is not the Scriptural or the proper Christian method. "Upon the first day of the week let everyone of you lay by him in store, as God hath prospered him, that there be no gatherings when I come." This idea, together with the conception that the Church's work must be to extend as well as maintain the Kingdom of God, forms the basis of the Duplex System.

How it Works.

Every member of the congregation is given the opportunity to make his offering on the first day of the week by means of an envelope containing two partitions, one for the maintenance, the other for the extension of the Kingdom. The offering is a free-will offering, and may take the place of collections or not as desired. It is necessary that it should be explained carefully, and a keen person must be got to run it. All the necessary apparatus can be obtained from the central offices of the Duplex System.

Its Effect.

Phenomenal increases in the money collected have taken place in parishes where the system has been adopted. At present in 868 parishes over a quarter of a million pounds is collected annually, and if the system could be carried out equally well in all parishes many millions now latent in the pockets of churchpeople would be available. In the case of sixteen parishes where the single envelope system had formerly been used the income was increased from £1,400 to £5,700, of which £1,700 was for extension. Many parishes using it to meet an all-inclusive budget raise thousands of pounds yearly, and are enabled to eliminate promiscuous and commercial methods of money raising. As an average one-third is given for extension, two-thirds for maintenance.

Its Cost.

The average cost of collection is $7\frac{1}{2}d.$ per head per annum, the average yield being £2 per head.

Reason for its Success.

To be successful the scheme must be properly applied and there must be some keen person to work it. It is successful because it is based on truly Scriptural principles and provides a complete and efficient means of collecting voluntary offerings. The same keenness applied to other methods is not equally successful, as other methods have not the same basis. The few failures there have been have been caused by lack of appreciation of the working of the scheme or complete apathy.

2. Document put in after witness had given evidence.

Since giving his evidence on the property and finance of the Church, latent in the pockets of her members, on March 7th, 1923, Captain Watson adds the following comments upon the growth of the Duplex Movement up to the end of November, 1923.

1202 parishes raising close upon £400,000 per annum. More than one parish per day joining the Movement, 34 per month having joined during the last twenty months. An average of more than 100 parishes per month being provided with their finance equipment, but in the autumn months between 200 and 300 parishes per month. An average per contributor of 39*s.* per head, per annum. Lowest average in a parish 16*s.* 8*d.* per head, per annum. Highest average in a parish £7 5*s.* 8*d.* per head, per annum.

An increasing number of parishes of every size and type are using the System to meet an all inclusive budget, with results far in excess of its use in any other way. In some parishes all present-day methods have been done away with, *i.e.* raising money by offering something in exchange for it, such as pew rents, sales, whist drives, dances, and even collections for Church expenses, the Duplex contributor depositing his envelopes in the oak boxes at the Church doors, non-members and visitors to the Church depositing their coins, the contents being gathered on to an alms-dish and presented as the whole offering of the whole people for the whole work of the Church, giving to the contributor a share in the complete work for which the Body was divinely appointed, thus bringing increased spiritual as well as material blessing. Money thus contributed represents the individual in his share in the work of the Spiritual Kingdom, and not something he obtains in return for his money.

At its best, Duplex stands for obedience to the principle " Seek ye first the Kingdom," thus winning the fulfilment of the promise that " All these things shall be added." This is being increasingly proved to be literally true irrespective of any peculiarity of any type of parish.

SIXTY-SIXTH WITNESS. Mr. G. J. TALBOT, K.C.,* Chancellor of the Dioceses of Ely, Lichfield, Lincoln, Southwark and Winchester.

7th March, 1923.

1. Summary of oral evidence of witness.

Pluralism.

If several chancellorships can be held together it offers a better prize for ecclesiastical lawyers. It is also an advantage for a Bishop to be able to appoint someone who is already experienced.

Remuneration.

On the whole the remuneration is adequate for the work done. The amount should not be decreased, as it is desirable to have some means of encouraging ecclesiastical lawyers. If the fees were reduced the calibre of the men attracted would be affected.

Expenses.

These are very small, except for occasional visits to the Diocese to hold Courts, etc.

Fees.

Fees for marriage licences are not subject to any objection, and are a very good means for paying diocesan officers. Fees for faculties may cause some awkwardness, as there may be a suspicion that the demand by the Chancellor or Registrar that a faculty should be obtained is connected with the receipt of fees. It would be better if the Dioceses paid some portion of the Chancellor's and Registrar's fees.

Marriage Licences.

The increase in the number granted will probably remain to some extent. The fees charged are not uniform; it would be reasonable to have a uniform fee throughout the country.

Faculties.

The fees differ in different Dioceses. There is a statutory maximum, but this is not always charged.

Chancellor's and Registrar's Freehold Office.

In some cases the Chancellor's appointment, if not approved by the Dean and Chapter, lapses on the termination of the Bishop's office. Though there is a great deal to be said in favour of freehold offices, it is desirable that the Bishop should be able to change his officers, though this would probably be very seldom done. It would seem reasonable to have one officer to act as Registrar and Bishop's Secretary.

Institution Fees.

It is objectionable that the clergy should have to pay any such fees. The Chancellor does very little in this matter except to give occasional advice to the Bishop as to a patron's title.

Disciplinary Courts.

All expenses of prosecutions are found by the prosecutors, including the payment to the Chancellor. It is a very urgent matter that some provision should be made for the payment of these out of Church funds, as the prosecutions are for the benefit of the Church as a whole. On account of this expense very often no action is taken, *e. g.* in cases of

* Mr. Talbot resigned his Chancellorship on being appointed a Judge of the High Court in December, 1923.

faculties for removal. If only there existed a small fund for disciplinary prosecutions the discipline would be much more effective, as offenders would know that the law would be enforced.

Advisory Committees.

These are working in all the five Dioceses and are of very great assistance. They are quite competent for their work. They work very carefully and act as a check on the architects of the applicant in faculty cases. In matters of taste alone—where no architectural or archæological considerations are concerned—such as memorial tablets, the opinion of the Advisory Committee is not imposed upon the applicants, any more than is the Chancellor's opinion. Representations are made to the applicants which frequently result in a compliance with the views of the Advisory Committee, but these are not insisted upon.

There was at first some friction between the Committee and applicants, but by the use of proper tact this is now dying down. There would be no advantage in making the Committee's opinion legally binding in architectural matters. The more elasticity there is the better.

There would be no objection to the Committee having the powers of the Chancellor in faculty cases where no legal point was involved, but it would mean more expense, as the Committee, now entirely voluntary, would have to have some paid staff. Nor would there be any objection to an appeal committee for the whole Province or country; the difficulty would be to get good people who could give the time.

The Advisory Committees are a great advantage to the Church; they have, as a matter of fact, considerably increased the Chancellor's work, and not decreased it.

APPENDIX B

SUNDRY DOCUMENTS SUBMITTED TO THE COMMISSION

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MEMORANDUM

By Sir Lewis Dibdin

The Common Fund of the Ecclesiastical Commissioners was created by the abolition of capitular Sinecures and redundant offices and the transfer of their endowments and of excessive endowments of other capitular offices, for the express purpose of augmenting poor benefices. The Common Fund, having been created, was devoted by statute to this purpose, and has been, and is being, so applied.

The Church Inquiry Commission in its second report (March 4th, 1836), p. 61, states as follows :—

> " We have entered upon this Inquiry which relates to Cathedral and Collegiate Churches under a strong impression that if the endowments of those bodies should appear to be larger than is requisite for the purposes of their institution and for maintaining them in such a state of efficiency and respectability as may enable them fully to carry those purposes into effect, the surplus of those endowments, whatever it may be, ought to be made available for the augmentation of poor benefices containing a large population and to the great object of adding to the number of the parochial clergy."

And again, p. 65 :—

> " But we are of opinion that the most important objects of these institutions may be secured and continued, consistently with a reduction of the present Cathedral preferments and the appropriation of a considerable portion of the revenues towards making a better provision for the cure of souls."

The Church Inquiry Commission had been preceded by another Royal Commission as to Church Revenues, the Reports of which exposed the facts, as they then were, as to the number and incomes and population of the incumbencies throughout England. It is enough here to say that these Reports disclosed an appalling condition of paralysing poverty as to a large proportion of the beneficed clergy, and its inevitable consequences of non-residence and pluralism and the spiritual destitution of over-populous parishes.

Acting on the Report quoted, and the other Reports of the Church Inquiry Commission, Parliament passed three Acts of Parliament viz. (1) 6 & 7 Will. IV. cap. 77 which set up the Ecclesiastical Commission; (2) 1 & 2 Vict. cap. 106, the Pluralities Act, and (3) 3 & 4 Vict. cap. 113, the Cathedral Act. Under the third Act of this series the above recommendations of the second Church Inquiry Report were carried into effect, both as to the creation of the Common Fund by the transfer of superfluous Cathedral endowments, and as to the application of the Common Fund to making better provision for the cure of souls in parishes where such assistance is most required.

In view of our frequent use of the somewhat inexact expression " Central Funds " to describe the Common Fund of the Ecclesiastical Commission, it seems important that it should be remembered that the Common Fund was formed by the transfer of resources from certain specified offices with a specific object in view, to which object it was specifically applied by statute. This was rather more than eighty years ago. At first there was comparatively little income to be disposed of. As is well known, the property came to the Ecclesiastical Commissioners in reversion. There were long and intricate disputes, negotiations and arrangements with beneficial lessees who, while they retained their interests in the estates, absorbed most of the income derived from them. Still something was done. By borrowing under the sanction of Parliament on the security of these reversions, present income was obtained, especially for the urgently needed new districts formed in London and the other great centres of population.

By patient, careful and on the whole successful management and development, a great estate in possession, yielding a great income, has been built up. The annual Reports of the Ecclesiastical Commissioners and the pamphlet published in 1919 (1*s*. Macmillan) entitled " The Ecclesiastical Commission—a Sketch of its History and Work," by Sir Lewis Dibdin and Mr. S. E. Downing, sufficiently explain this process of development if further information is desired.

The application of the Common Fund to the improvement of poor benefices has been in two ways : (1) by charging the corpus of the Ecclesiastical Commissioners' property with an annual payment in favour of a benefice; (2) by distributing the surplus income of the Common Fund year by year in capital grants for purposes of augmentation, endowment of new districts, provision of parsonage houses, etc. The first method can, of course, only be followed when the property of the Ecclesiastical Commissioners, having regard to the charges on it, admits of further charges, *i. e.* occasionally : it has been markedly possible and effective during the last fifteen years, because the efforts of prior years have come to fruition. The second method is followed every year because it is necessary for safety that there should always be some surplus of income over expenditure, and therefore there is every year something to be divided on this footing. But the combined effect of the two methods has been tremendous and the incomes of a considerable proportion of the beneficed clergy have been raised to something like a living wage. Upwards of 8000 benefices (including Wales) have been augmented by £1,350,000 per annum in perpetuity. This includes endowment of new districts, provision of parsonage houses, etc. The effect of this work has been that whereas it was found in 1835 that there were 4,882 benefices out of a total of 10,718 with a less income than £200 per annum, now there are none, except those held in plurality where the total income is above £200 a year. The number of benefices has increased to 14,000 (not including Wales). £200 per annum is now the minimum income of any benefice, whether in public or private patronage.

But a great deal more than this has been done for benefices which are in public patronage (*i. e.* for this purpose) which are so held that the patronage of them cannot be sold. In parishes where the population exceeds 300 but not 1000, every such benefice has been raised to £250, where it exceeds 1,000 but not 4,000, to £300, where it exceeds 4,000 but not 10,000, to £350, where it exceeds 10,000, to £400.

There remain the benefices in private patronage with a population above 300. It is impossible to make an accurate calculation of what sum per annum will be necessary to augment these benefices to the figures given above for benefices in public patronage. But using the experience gained in the past, it is estimated

that £86,000 per annum would probably be sufficient. It must be remembered that if sales of livings be abolished, private patronage livings will have the same claim to be considered for augmentation as others: and even now there would seem to be no just reason why, if it were financially possible, the incomes of such livings should not be raised until a sale is attempted, so that the increase does not become saleable.

Both in the actual augmentation of public patronage benefices and in the estimate for the augmentation of private patronage benefices, allowance has been made for all unions of benefices which seem probable, and it has been assumed that, by combining these small benefices which ought to be united, augmentation of them separately will be rendered needless, and it is not suggested.

There is a good hope that this augmentation of the private patronage livings may become possible. The valuation of the Ecclesiastical Commissioners' property for 1921 shows a considerable increase over that for 1920, owing chiefly to the extraordinarily favourable investments in Government securities which the Commissioners were able to make. At the end of 1921 it was calculated that the Commissioners could safely charge their estate with an extra annual charge of £30,000 a year.

The surplus income of each year ought not to be disturbed, for it is our only resource for (1) Church expansion by the creation of new districts, (2) attracting benefactions by making equivalent grants, and (3) discharging new obligations arising out of local claims.

June, 1922.

MEMORANDUM.

There is one particular matter with regard to the efficient and effective central organisation of the Church to which I should like to draw the attention of the Committee, and which has a considerable bearing on the question of new Sees and the provision of money from the central funds.

At the present time practically none of the Bishops are able to devote themselves to any of the central works of the Church. Their time is entirely occupied with diocesan work, with the exception of one or two special committees which they may be able to attend from time to time, the Church Assembly and Convocation. Many of them reside too far from London to make anything but very occasional visits possible, with the result that the Archbishops, and especially the Archbishop of Canterbury, are expected to perform not only the functions of a Prime Minister, but of a whole Cabinet as well. In all work where it is necessary for the Church to be represented on some interdenominational body of importance the Archbishop or one of the Archbishops is asked to become a president and to lead the Church representatives.

It is manifestly impossible for the Archbishops, besides controlling the whole of the internal organisation of the Church, to be head of every department of Church work in the social, economical and international sphere. The result of this system is that the Church cannot authoritatively exercise its due influence in interdenominational bodies or in social and other work.

The position will not be improved materially by the creation of new Sees. The Bishops will still reside away from London, they will still be hampered by diocesan work, which must always have a first call on their time, and any part they may be able to take in central work must necessarily be rendered of greatly lessened value by reason of their losing touch through absence from the centre.

I suggest that in order to increase the central efficiency of the Church there should be available a small number of Bishops (say three) who are temporarily relieved of their diocesan duties in order to be at liberty to devote themselves entirely to the central work of the Church, and to place themselves in the position of ministers responsible for the various departments of the central work. These Bishops will have time and liberty to throw their energies into the particular work which is most pressing at the moment and will be able to become the leaders of the various branches of Church work. Thus, for instance, the work might be divided as follows:—

(1) Educational, Training, Theological;
(2) Social and Economic;
(3) International and Missionary.

The increase in efficiency of the Church in any one of these fields would be enormous if a person of outstanding ability were to be in a position to devote his whole time to its organisation and to leading the members of the Church in that particular field.

The financial bearing of these proposals would be twofold. First, it might curtail the necessity for the formation of a certain number of new Sees. The Bishops while administering their Dioceses would be to some extent freed from the necessity of attempting to give so much of their time to the central work of the Church. Secondly, the money for paying the three extra Bishops would have to be found from central funds. If these were to be three in number, some £9,000 would be required annually.

The three Bishops would be Diocesans chosen to do the special work for a fixed and limited period, it being a condition that they should first have done the ordinary diocesan work for a certain term. It is not suggested that any permanent committee of Bishops without Sees should be set up to control the central affairs of the Church, but rather that three of the diocesan Bishops should be selected from time to time for this work. The effect of having Bishops who had been Diocesans, and who were returning to their Dioceses after their period of central work, would be to give them a thorough understanding of and sympathy with the diocesan work. The term of appointment for central work might well be six years, one of the three Bishops retiring every two years; in this way new power and energy would be constantly brought to bear on the central problems, and the Bishops would return to their Sees with fresh inspiration and ideas. If there were no objection on the part of the Crown, the selection of the Bishops for the central work might be deputed to the House of Bishops of the Church Assembly.

As the Bishop of Gloucester has constantly pointed out, really efficient central administration will undoubtedly help the appeal of the Church for financial support, and I can imagine nothing that is more likely

to increase the efficiency of the central work done by the Church than the existence of such a small body of picked men who can devote their whole energies to the efficient organisation of the central work of the Church.

These Bishops would, in their relationship to the Church Assembly, be somewhat in the position of ministers in Parliament, and would increase the efficiency of that Assembly by being in possession of exact knowledge on all matters coming within their own particular sphere. As the work of the Church Assembly grows it is becoming more and more apparent that there is a great need of people who have the time and ability to direct the work of the numerous committees. This is work in which the three Bishops without Sees might give the most valuable assistance.

STAFFORD CRIPPS.

Temple,
20. 2. 23.

WESLEYAN METHODIST CHURCH.*

CHURCH FINANCES, ETC.

N.B. 1. The "Conference" is the supreme Assembly of the Church, representative, legislative, administrative; the final authority on all the affairs of the Connection.
2. A "Circuit" is a group of churches, united under one central local representative control.

(I) *Stipends.*

The *minimum* stipend for all Circuits, as recommended by the Conference, is :—

(1) For ministers who have served 10 years and upwards, £260 per annum, with £20 additional for ministers at the head of a Circuit.
(2) For those of less than 10 years' standing, £240 per annum.
(3) For probationers (unmarried men), £160 per annum.

Married ministers (classes 1 and 2 above) have also a furnished house, with provision for upkeep of furniture; rates and taxes paid; medical attendance; and allowances for children, viz.: £8 8*s.* per annum for each child until 18 years old, with a further £12 per annum for six years during school age.
There is no fixed *maximum* stipend. Each Circuit is free to give what it can afford.
The necessary funds are raised, as are all our funds, by the voluntary contributions of the people.

(II) *Buildings.*

How provided? By the givings of the people. Methodism has, of course, no other way of raising money.
How maintained? In the same way.
Every place of worship is settled upon a Board of Trustees, formed locally, who hold the property upon a "Model" Deed, so that the Trusts of all our churches, etc., are practically the same, and the rights of the Conference (that is, of the Church as a whole) are safeguarded. The Trustees are responsible for the maintenance of the fabric and its contents, for caretaking, cleaning, light and heat, etc. They act in every case through Stewards, two of whom are appointed at each Annual Trustees' Meeting.

(III) *Pensions, etc.*

A minister who has been in full work for thirty-eight, or more, years, is entitled to retire without further question. One who has served for less than thirty-eight years must produce a medical certificate to justify his giving up work before he can receive Conference permission to retire.
There is no age limit to service. A minister may continue in the active work so long as his powers are unimpaired and he can do the work of the Church. The Conference reserves the right to retire a minister, for satisfactory reasons, even against his personal wish.
On retirement, a minister receives 35*s.* for each year of his active service, with a bonus of £28 added, payable in advance, half-yearly. If on his decease he leaves a widow, she receives 17*s.* 6*d.* for each year of her husband's service, with the same bonus, £28.
Special additional grants are made in cases of extreme need through affliction, and also when young ministers break down in health.
A Conference Committee manages the Fund, which is raised by contributions from the whole Connection.
There are no regulations about orphans, as it is very seldom indeed that both parents die while children are dependent. If a minister, when he dies, leaves children under eighteen years of age, the widow or guardian receives Children's Allowances, as shown under Section I.

(IV) *Training of Ministers.*

We have, at present, four Colleges for this purpose, each holding about sixty students. (The Colleges vary a little in their accommodation.) A fifth (smaller) College is about to be built at Cambridge.
In these Colleges accepted candidates for the ministry, who have passed preliminary tests, are trained for three, and in some instances, four years. Every student is expected to contribute, personally, or by the help of friends, to the cost of training, according to his ability. Some bear the whole cost of board and tuition, some a part, while others cannot contribute at all.
A confidential committee weighs the circumstances in each case, but no man is debarred by poverty from entering the ministry.

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* The Commission desire to thank the Rev. Marshall Hartley for being kind enough, in answer to their request, to furnish them with this valuable memorandum.

The Colleges are under the control of committees appointed by the Conference, which are responsible for raising and administering the necessary funds, for discipline, for the regulation of studies, and for general management.

(V) *Organisation.*

(To explain this fully would require more time than I can give. It is a big demand. There is a volume published, " Summary of Methodist Law and Discipline," which runs to hundreds of pages. I can lend you a copy, if you would like to see it.)

The outline is this :—

1. The Conference—300 ministers, 300 laymen, duly elected by the whole Church. This is like a Parliament, and has similar powers. There is one session for ministers only, which deals with Pastoral Questions : Doctrine, Discipline, The Character of Ministers, The Reception of Candidates, Retirements, Appointments to Circuits, etc.
2. The Conference divides the country into *Districts* (Dioceses), over each of which a senior minister is appointed *chairman* (Bishop); and the districts are sub-divided into Circuits (parishes).

   Each church in the Circuit has its local court, and once a quarter the representatives of all the places meet together, for business committed to them.

   These Quarterly Circuit Meetings are represented in the *Synod* of the District, which meets twice a year; and the Synod sends representatives to the Conference. Or, putting it in reverse order, (*a*) the *local church*, (*b*) the group of such churches forming a *Circuit*, (*c*) all the circuits united under the Synod, (*d*) all the Synods represented in the Conference.

While there is central control, there is no interference with local administration. Each Circuit is responsible for its own expenditure, including the support of its ministry. The Superintendent Minister is charged with the duty of seeing that the directions of the Conference are observed in his own Circuit, but the loyalty of the Methodist people to their Church makes this responsibility a light one.

In addition to Circuit organisation, the Conference has various " Departments," in charge of matters that are not the care of one Circuit simply, but of all unitedly—such as Foreign Missions, Home Missions, London Mission, Education, Temperance and Social Welfare, Deaconess' Order; in addition to the two mentioned under Pensions and Training (III and IV).

There is also an important department for regulating and assisting the erection of new churches, etc.

Each of these departments makes its own appeal to our people, and administers its affairs under the Conference.

Funds for all our busy activities are raised by :—

Church Offertories.
Personal Annual Subscriptions.
Special Donations.
Legacies.
Interest on Investments, and
The Systematic Giving of the Members of the Church, according to their ability.

MARSHALL HARTLEY.
20*th February*, 1923.

PLAN FOR REVIVING CANONRIES IN WORCESTER CATHEDRAL.

Whereas the 1st, 2nd, 4th, 6th, 7th and 10th Canonries in Worcester Cathedral have been suspended in accordance with the statute 3 and 4 Vict. cap. 113, there shall be assigned for the re-endowments of the said canonries the following pensions :—

For the 1st Canonry, a pension of £10 on the rectory of Hartlebury, in the patronage of the Bishop of Worcester.

For the 2nd Canonry, a pension of £10 on the rectory of Alvechurch, in the patronage of the Bishop of Worcester.

For the 4th Canonry, a pension of £10 on the rectory of Fladbury, in the patronage of the Bishop of Worcester.

For the 6th Canonry, a pension of £10 on the rectory of Upton-on-Severn, in the patronage of the Bishop of Worcester.

For the 7th Canonry, a pension of £10 on the rectory of Richard's Castle, in the Diocese of Hereford, and in the patronage of the Bishop of Worcester.

For the 10th Canonry, a pension of £10 on the Vicarage of Bromsgrove, in the patronage of the Dean and Chapter of Worcester.

There shall also be annexed to the aforesaid canonries, when the suspension shall have been removed, the following benefices or preferments :—

To the 1st Canonry, the rectory of Hartlebury.
To the 2nd Canonry, the rectory of Alvechurch.
To the 4th Canonry, the rectory of Fladbury.
To the 6th Canonry, the rectory of Upton-on-Severn.
To the 7th Canonry, the archdeaconry of Worcester.
To the 10th Canonry, the archdeaconry of Dudley.

Provided that it shall be lawful for either of the aforesaid Archdeacons to hold another canonry in the said Cathedral in addition to that which is annexed to his archdeaconry.

The suspension of each of the above-mentioned canonries shall be removed as soon as the pension assigned to it shall have been secured with the consents required by law.

The patronage of all the above-mentioned canonries shall be vested in the Bishop of Worcester for the time being.

The Canons holding the above-mentioned canonries shall be in residence at the Cathedral not less than fourteen days, singly or consecutively, in each year; shall attend the statutory meetings of the Chapter on the 23rd day of June and the 25th day of November, and other meetings to which they shall have been specially summoned; shall be eligible to the offices of Vice-dean, Receiver-General and Treasurer; and shall have an equal voice with other Canons at all meetings of the Chapter; they shall receive the statutory stipend of a Canon paid at Michaelmas in each year, and shall share according to custom in the divisible moneys of the Chapter, but shall not have any part in the rents of the College Meadows, or in the annual sum of £4400 provided by the Ecclesiastical Commissioners in accordance with the Order in Council of November 29th, 1859, as endowment for the Dean and the four Canons then existing.

T. A. Lacey.

26th February, 1923.

MEMORANDUM FOR THE COMMITTEE'S CONSIDERATION

Submitted by The Rev. William C. Piercy

I beg to submit three important reforms which, if effected, would (*a*) greatly relieve incumbents of heavy expenses which are especially difficult to meet, because the uncertain cost cannot easily be estimated beforehand and so provided for, and also because they fall upon incumbents at irregular periods, causing not only inconvenience to men with limited incomes, but also unfairness between the shares borne by successive incumbents; (*b*) would also produce a considerable increase of present income which ought to be available for the Church at large in all cases where the income of the incumbency was already a fair one, thus helping greatly to an eventual equalising of incomes without detriment to the amounts receivable at present by any incumbent.

(1) All real property, including rectory houses, to be taken over by the Church officially with a charge (not less than the present net income) upon it for payment of the incumbent, but all profits of administration, after paying all landlord's costs (*e. g.* dilapidations except what is not fair wear and tear), being available for the Church at large. In no case should the rent of a rectory house be allowed to an incumbent who does not live in it or in a cheaper house within the parish, but this increment should be used for Church purposes elsewhere. Provided that an incumbent who does live in the rectory house should have the right to occupy the rectory free of rent rates and taxes, or one who occupies a cheaper house (with leave properly obtained) shall be allowed the rent rates and taxes of that house out of the larger sum obtained by the Church for the rectory house.

(2) A diocesan official, preferably an estate agent or accountant, who can be mainly if not entirely *paid by results*, should be appointed for the following purposes :—

(*a*) To see that official records of property (including terriers) are kept up to date.
(*b*) To advise as to properties which are apparently lost or lapsed (even when not legally recoverable ground of claim for generous treatment might often be found).
(*c*) To assist in the reletting of properties, and from time to time to revalue properties that may be thought to be let under this value.
(*d*) To advise as to reinvestment of sums held for the benefit of livings, especially trust funds which usually produce less than the current rate of interest obtainable from trust securities, or as to the sale of real property when clearly advantageous to the living. Legal powers to enable him with the consent of the incumbent and the Church authorities to carry out this, even if necessary to override present trustees on good cause shown, should be obtained.

The payment of this official could come mostly (probably entirely) from a fixed percentage on the increases in the first year's income obtained by his efforts under heads (*b*), (*c*) and (*d*). Most good estate agents or accountants would undertake such work on this system of payment by results without entailing any fee or charge for costs upon the incumbent, who should be completely guarded against that.

(3) The income accumulating during a vacancy of a living should entirely cease to be due to the incoming incumbent when the period of vacancy * exceeds (say) one month. It should belong to the Central Church body (the establishment of which for the purpose of controlling all financial rearrangements is assumed throughout this memorandum) and be available to form a capital fund for the increase of necessitous livings after payment from it of :—

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* To avoid the device of obtaining induction and then delaying assuming full duties of the office the "period of vacancy" should be reckoned not merely till induction, but to actual coming into residence, with provision that where delay was caused by no fault of the incoming incumbent (*e. g.* necessary repairs, not unduly delayed, to the house, etc.) it should be deemed sufficient that he is fulfilling the duties of his office, though living for the time elsewhere in some place approved by the Church authority; and the period of vacancy should be deemed to have come to an end on the date when that approved arrangement began.

(*a*) Cost of serving the Church during the vacancy, the churchwardens (or other authority) having a fixed scale at which they might employ a priest or priests for this work, the incoming incumbent being eligible, where convenient, for such employment before induction, and

(*b*) A small proportion of the vacater's income, say the income for one month, being also due to the incoming incumbent as a fair consideration for expenses of removal, etc., which might otherwise fall unduly heavily upon him at such a time (or the removal expenses might, as an alternative, be paid for him).

This would incidentally have the great advantage of discouraging long vacancies or delays in getting into residence which often do great harm to the work of a parish, and also cause the scandal of a man delaying his coming into residence, receiving many (often six or more) months' pay for doing no work and meanwhile often "farming out" the more statutory duties of serving the Church at a starveling wage to some locum tenens.

WM. C. PIERCY.

4th November, 1922.

Debenham Vicarage,
Stowmarket,
Suffolk.
13th May, 1922.

DEAR SIR,

Having read in the *Morning Post* (12th May) that your Committee will consider any views on Church property and finance, I submit these (though my knowledge of the matter is far too small to make any evidence of mine of practical value):—

(1) On a rough (though not detailed) calculation I should say the average stipend of Bishops is £4273. If the average were reduced to £2000 there would be just over £78,000 for the benefit of poor livings. Doubtless it would not be practicable to reduce the average so much, but surely some reduction might be made.

(2) In this Diocese I reckon roughly that (*a*) of the livings of over £400 a year there are 15 with parishes of over 1000 in population, and 62 with parishes of under 500; (*b*) to bring livings (over 1000 population) to £400 (net) and livings (over 500 population) to £300 (net) some £8500 would be required (£8000 a year). (*c*) I reckon roughly that there are in this Diocese (St. Edmundsbury and Ipswich) some 219 livings under £400 a year: 21 over £600: 32 over £700: 2 over £1000. These are net incomes. (*d*) If some reduction—not necessarily great, not bringing all down to one level, and none below £500—was made there would be a sum of about £9000 a year, 55 livings being reduced.

(3) In cases (like my own) where a lay rector takes considerably more tithe than the Vicar, some readjustment of tithe might surely be attempted.

(4) Would it not be possible to suppress some of the Cathedral canonries? Would it injure the Church to abolish Archdeacons? Could not rural deans do all in that way that is required?

(5) In this Diocese the aim of the Board of Finance is stated to be "that every married beneficed clergyman shall have £300 a year" (*i. e.* including any private means he may possess), and "that faithful parish priests should be delivered from the pressure of actual want."

Now in the light of this statement my own belief is that Diocesan Boards of Finance cannot be relied upon to bring about any appreciable permanent improvement in the stipends of incumbents. Moreover it seems to me most unsatisfactory that the payment of the stipends—or part of the stipends—of incumbents should be under the control of the Bishop and Diocesan Board. Every incumbent ought to be secure of an adequate permanent stipend so long as he holds his living. If he is not a suitable man for the living then he ought, after full and fair inquiry by some competent body, to be removed. To leave an unsuitable man in a living but not pay him enough can do no good either to him, the parish, or the Church.

(6) Doubtless you have accurate and trustworthy figures of all Church property. My figures are only rough and not to be relied on for more than a general indication that something might be done in re-arrangement of endowments. But (so far as they can guide me in forming views) I am convinced (*a*) that some re-arrangement of endowments ought to be made; (*b*) that whatever sum over and above would be required should be raised for the sole purpose of increasing poor livings (distinct from anything else); (*c*) that this sum—raised, perhaps, by the Diocesan Boards—should not be allotted by Diocesan Boards but by some central body (*e. g.* the Ecclesiastical Commissioners).

I am,
Your obedient servant,
E. C. OAKLEY.

TO THE COMMITTEE ON THE PROPERTY AND FINANCE OF THE CHURCH (OF ENGLAND)

12 Dean's Yard, Westminster.

A précis of evidence for submission to that Committee against the present policy of converting the Glebes and Tithe Rentcharges into Cash or Securities—in normal cases.

By EDWIN SPENCER CHALK, M.A., B.D., Rector of Kentisbeare and Rector of Blackborough, Rural Dean of Cullompton, in the Diocese of Exeter.

The Deponent is the owner of 136 acres of glebe and £465 of tithe rentcharge as commuted and views with deep alarm the compulsory redemption of tithe, the persistent meddling with the parson's freehold, and the large sales of glebe land; in his view such sales and redemptions are ungrateful acts to past benefactors, of doubtful utility to the present holders and most unjust to posterity—and for these reasons.

(1) "Money" tends towards devaluation in the long run, *e. g.*:—

(i) The Roman *as*, originally 1 lb. of copper, shrank to a "first brass," the weight of 2*d.* piece.
(ii) Penny of William the Conqueror, 22·5 grains troy; Silver Penny of George V, 7·7 grains troy.
(iii) In the days of Charles I a benefactor bought a rentcharge of six pounds per annum; had he bought land, the annual yield would probably be between thirty and forty pounds.
(iv) The taxation of Pope Nicholas III, 1278, taxes this benefice of Kentisbeare in tenths at £2 16*s.* 4*d.*, which sum is still paid to Q.A.B.
(v) Thorold Rogers' History of Prices, *passim.*
(vi) Sale of Church lands at Tiverton in 1833.

The ancient benefactor was fully aware of the convenience of annual cash payments, which he called life-lodes, but he confined their use to his own generation and refused to endow the Church in this way.

(2) The redemption of tithe rentcharge to-day involves a loss of income.

(3) The redemption of tithe rentcharge fifteen years ago involved a heavy loss.

(4) Unless I am ill or lazy I can and do collect rents and tithe rentcharge for myself. Why should I be compelled to pay agents in London to do this for me? It is a waste of the goods of the Church.

(5) Local endowments are slightly but appreciably safer than those centralised under the noses of greedy politicians.

(6) Rural feeling is bitterly against all these sales. I have known many of my neighbours suspected and one or two even accused of malversation. Let us avoid all appearance of evil.

(7) Glebe can bring in an economic rent without causing friction; *experto crede.* My neighbour sold glebe near me (Sheldon); he would have been better off if he had raised his rent.

(8) Many country clergy are despised by their flock as Cockneys, more especially if they sell glebe. Many small country benefices could afford a "living" to the son of a yeoman in Holy Orders who could farm the land.

(9) Glebe and tithe and even tithe rentcharge are like the compensating balance of a watch. If living is cheap, so is the rent low; if living is dear, rents can be justly advanced. If minerals be found in a parish or the population becomes largely augmented, the enhanced value of the glebe will enable the Church the better to minister to the augmented flock.

(10) Historically and sentimentally, the glebe—"the *mansus integer*"—is as old as the Druids. Country people feel this, and hate these wanton sales. At present it is the rightful fashion to pour scorn even on a needy parish that wishes to sell ancient Church plate, however ugly. The sanctuaries of the Church should be respected in a like manner.

(11) If the sale brings a large profit either the parson has been culpably "soft" in letting too low or he is driving an un-Christian bargain. The latter alternative is unlikely.

The cases above considered are normal cases; of course the redemption of very small parcels of tithe rentcharge, or the sale of very distant glebe lands, stand on another footing.

Edwin S. Chalk.
May 27, 1922.

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DIOCESAN ASSOCIATION OF CHURCH SCHOOLS

Church House,
Deansgate,
Manchester,
June 8, 1923.

DEAR MR. LAWRENCE,

When I saw you on May 29th you asked me to write to you fully on the matter we discussed, which I stated briefly in my letter to you of May 1st.

We are faced in all the large towns in this Diocese with problems arising from the growth of those towns, and owing to improved means of transport, with the migration of the population from the centre to the suburbs, so that much of the provision made of churches and schools is no longer needed, and the buildings, being old, are costly to maintain, though the sites have become much more valuable. It is with regard to the school properties that this Association is concerned.

The terms of the school trust deeds vary, but most of them are what are known as "National Society" trusts, and I am told by Mr. Holland that in the event of the sale of a school site it is necessary to use the money received in the building or purchase of another school within the same parish, though the population may have gone and be now some two miles or more away, in a newly developed district, crying out for such provision, particularly difficult to provide at present prices and under existing conditions. Mr. Holland also tells me that in London permission has been obtained by special Act of Parliament in particular cases so to use the money received from the sale of certain schools.

Our idea was that your Committee of the Church Assembly might be able to include in your report, and if approved by the Assembly get parliamentary sanction for a general permission to use such school money outside the original parish boundaries, giving to the Bishop of the Diocese and or the Diocesan Board of Finance, or other Diocesan Authority, the power, in the event of a sale, to say whether or not that should be done.

Some similar power might be given if the trustees of a building used as a day school and a Sunday school gave up the day school and used the building only for one of the purposes for which it was originally built, but I realise that that is a more complicated question.

We have no wish to interfere in any way with the trustees so long as they are able and willing to use the premises for the Church purpose for which they were provided.

The situation I have described must arise in other Dioceses where there are large towns, but I have not submitted this suggestion to any of them.

The National Society, through Mr. Holland, could no doubt supply information.

Yours sincerely,
J. HAROLD BIRLEY.

NATIONAL UNION OF ORGANISTS' ASSOCIATIONS

19, Berners Street,
London, W.
April 20, 1921.

TO LORD CAVE,
Chairman of the Archbishops' Committee.

MY LORD,

At a meeting of the National Union of Organists' Associations held in London on April 7th it was resolved to ask the Committee appointed by the Archbishops to inquire into the finances, etc., of the churches if they would be so very kind as to give consideration to the following.

The National Union has no knowledge of the nature or scope of the inquiry, but it is felt that in any reconstruction of Church finance, wherever an organist is deemed a necessary official, proper provision should be made from Church funds to secure for him adequate remuneration, which, in the past, it is generally conceded, he has not received.

The National Union—which is representative of organists throughout the Kingdom—exists to promote the interests of its members, and as an inquiry into the present system seems to be of urgent necessity, the Governing Body would be indeed grateful if the Committee could include the matter in their deliberation.

We are faithfully yours,
S. W. PILLING, Hon. President.
JOHN BROOK, Hon. Gen. Secretary.

APPENDIX C

STATISTICAL AND OTHER INFORMATION.

ARCHBISHOPS AND BISHOPS

PAGE

1. Blank Form of Return 197
2. Conspectus of Returns 199

COMMITTEE ON THE PROPERTY AND FINANCES OF THE CHURCH

Secretary:—AUBREY T. LAWRENCE (*Address for Return*) 1, Essex Court, Temple, E.C. 4.

RETURN TO BE OBTAINED FROM A DIOCESAN BISHOP.

NOTE.—It is requested that any remarks for which there is not space on the Return may be written on separate sheets with the reference numbers given.

GENERAL.

1. Name of Diocese :
2. No. of Benefices :
3. No. of Stipendiary Curates :
4. No. of other Clergy holding Bishop's licence or permission to officiate in Diocese :
5. No. of other Benefices to which Bishop appoints—
   (*a*) in sole patronage :
   (*b*) in joint patronage or alternate or other turns of presentation :

   How many of these are outside your Diocese ?
   (*a*)
   (*b*)

PART I.—HOUSE OR HOUSES OF RESIDENCE.

1. Is there an Episcopal House (or Houses) of Residence ?
   If so, where is it situated ?
2. What is the area occupied by such House with the grounds attached to it ?
   What is (*a*) its rateable value ? ... ... £.....
   (*b*) its assessment to Income Tax ? ... ... £.....
3. Is there any loan in respect of the House and, if so, what is the annual charge in respect thereof ?
4. What are the annual outgoings in connection with the House ?
   (i) Local rates for 1920 ... ... £.....
   (ii) Land Tax for 1920 (*not* Property or Income Tax) ... ... £.....
   (iii) Average per annum for cost of repairs (*excluding* decorations and improvements) ... ... £.....
   (iv) (*a*) Fire Insurance premium... ... ... £.....
   (*b*) What is the amount insured and how divided ? ... ... £.....
   (v) Any other fixed charge.
5. What did you pay your predecessor for (i) furniture and (ii) fixtures on entering the Diocese, with short particulars under each head ?

6. What other *obligatory* expenses were there (if any) in respect of entering the House of Residence?

7. Do you live in the Episcopal Residence?

   If not, where?

   Is the Residence, House or grounds, or any part thereof, let, and, if so, on what terms?

8. What are the necessary indoor and outdoor establishment expenses of living in the House of Residence?

9. Do you think the Episcopal Residence suitable for the Diocese in character and situation? If not, for what reasons?

10. Can you suggest (i) any alternative residence?
    (ii) any use for the existing residence?

Part II.—Income of Bishoprick.

1. Do you derive any, and what, income from any office held by you by virtue of the Bishoprick?

2. Does the Diocese give any, and what, permanent assistance towards the expenses of the See?

3. Give the average annual amount of your outgoings in respect of the See under the head of—

   (i) Legal Expenses ... ... £.....
   (ii) Salary of Suffragan Bishop (if any) ... ... £.....
   (iii) Chaplains, Private Secretaries, Clerks, &c. ... ... £.....
   (iv) Printing, Postages, &c. ... ... £.....
   (v) Travelling ... ... £.....
   (vi) Official Hospitality ... ... £.....
   (vii) Any necessary subscriptions or other outgoings ... ... £.....

4. If you have had a statement of account of receipts and expenditure prepared of recent years, kindly supply a copy.

Part III.—Fees on Succession to Bishoprick.

Give a statement of the amounts you had to pay (and to whom) in fees, charges, expenses, &c., on succeeding to the Bishoprick.

Part IV.—Suffragan Bishops.

1. Have you any Suffragan or Assistant Bishop (or Bishops)?

2. How much and from what sources is he paid?

3. How is his work defined (geographically and otherwise)?

Part V.—Local Trusts and Societies.

Give names and addresses of any local trusts, charities or societies, not appearing in the Official Year Book of the Church of England, whose income is devoted in whole or in part to the work of the Church in your Diocese:

Date..... Signed.....

CONSPECTUS OF BISHOPS' RETURNS

Note.—The Returns were made during the second half of 1921.

Question No.	General.	Canterbury.	York.	London.	Durham.	Winchester †	Bath & Wells.	Birmingham.	Bradford.
2	Benefices	309	496	592	264	593	467	164	149
3	Curates	124	94	430	154	185	72	180	37
4	Licensed Clergy	176	56	254	39	275	85	40	35
5 (*a*)	Bishop's sole Patronage	186	162	239	88	168	77	42	43
5 (*b*)	Ditto other than sole	15	8	9	51	4	4	5	3
	I. House.								
2	Acreage	12 *	13	38	57	328	14		
2 (*a*)	Rateable value	£1,506 *	£376	£1,992 *	£269	£450 ‡	£232		
3	Loan charge p.a.	Nil	£95	£15	£214	£130	£50		
4 (i)	Rates	£1,160 *	£150	£1,380 *	£204	£343	£194	House	No
4 (iii)	Repairs (average)	£1,000	£262	£350	£300	£193		being	House
4 (iv, *a*)	Insurance Premium	£57 *	£22	£31 *	£55	£39	£6	bought	
4 (v)	Other fixed charges	£20	£11	£7	£56	Nil			
5 (i)	Paid for furniture	£6,699 *	£754	£4,386	£1,235	£802	£1,400		
5 (ii)	Paid for fixtures		£550		Nil				
	II. Income & Expenditure.								
	Gross Income	£15,000	£9,000	£10,000	£7,000	£6,500	£5,000 §	£4,200	£2,519
3 (i)	Legal		£33	£32	£50	£61	£150 ‖		£25
3 (iii)	Chaplains, Secretaries, etc.	£1,500	£407	£288	£200	£554	£170	£750	£100
3 (iv)	Printing, Postages	£450	£110	£280	£125	£202	£100	p.a.	£150
3 (v)	Travelling	£150	£650	£770	£650	£389	£384		£170
	First-fruits and tenths	£281	£169	£188	£131	£131	£94	£15	£6
	III. Succession Fees.	£550	£507	£506	£301	£393	£385		£87

* Two Houses.
‡ Excluding park.
† This return was made by the late Bishop, the Rt. Rev. E. S. Talbot, D.D.
§ Pension to retired Bishop £850.
‖ Plus prosecution.

Question No.	General.	Bristol.	Carlisle.	Chelmsford.*	Chester.	Chichester.	Coventry.‖	Ely.¶	Exeter.	Gloucester.**
2	Benefices	188	299	472	287	397	201	311	521	318
3	Curates	77	34	135	102	146	49	40	107	48
4	Licensed Clergy	37	34	70	58	161	73	81	122	103
5 (*a*)	Bishop's sole Patronage	59	61	99	79	86	38	59	66	79
5 (*b*)	Ditto other than sole	4	2	6	5	a few	5	2	3	2
	I. HOUSE.									
2	Acreage	2	14	7	1	9	2	4		1
2 (*a*)	Rateable value	£153	£152	£181	£136	£240	£167	£184		£300
3	Loan charge p.a.	net Nil								gross
4 (i)	Rates	£148	£44	Nil	£33	£23	Nil	£118	£33	over £33
4 (iii)	Repairs (average)	£70	£63	£154	£90	£222	£140	£141	††	£104
4 (iv, *a*)	Insurance Premium	£16	£100	£60	£10	£150		£180		£80
4 (v)	Other fixed charges		£8	£9	£6	£35	£6	£42	£21	£13
5 (i)	Paid for furniture	£137	Nil	Nil	Nil	Nil	£65	£65	£104	
5 (ii)	Paid for fixtures	Nil	£205		Nil	£350	Nil	£1,120		
			£661		Nil	£300	Nil	£413		£278
	II. INCOME & EXPENDITURE.									
	Gross Income	£3,578 †	£4,500	£2,511	£4,200	£4,200 ‡‡	£2,537	£4,000	£4,200 §§	£4,300
3 (i)	Legal	(‡)	£15	£610	£11	Nil	Nil	£50	£18	£10
3 (iii)	Chaplains, Secretaries, etc.	£250	£50	£450		£100	£250	£35	£155	£50
3 (iv)	Printing, Postages	£65	£80	£164		£43	£50	£60	£253	£50
3 (v)	Travelling	£310	£530	£414 §	£300	£64	£200	£402	£426	£170
	First-fruits and tenths	£13	£84	£17	£79	£79	£6	£75	£79	£81
	III. SUCCESSION FEES	£341	£475	No record	£294	£304		£270	£360	£365

* This return was made by the late Bishop, the Rt. Rev. J. E. Watts Ditchfield, D.D.
‡ Paid by Diocesan Board of Finance.
‖ This return was made by the late Bishop, the Rt. Rev. H. W. Yeatman-Biggs, D.D.
** This return was made by the late Bishop, the Rt. Rev. E. C. S. Gibson, D.D.
‡‡ Pension to retired Bishop £1,400.
† Pension to retired Bishop £1,000.
§ Including motor and chauffeur.
¶ This return was made by the late Bishop, the Rt. Rev. F. H. Chase, D.D.
†† Lent to Ministry of Pensions.
§§ Pension to retired Bishop £1,500.

Question No.	General.	Hereford.	Lichfield.	Lincoln.	Liverpool.*	Manchester.	Newcastle.	Norwich.	Oxford.
2	Benefices	360	472	580	223	611	182	545	657
3	Curates	29	230	69	111	167	71	53	110
4	Licensed Clergy	28	42	35	33	74	35	62	307
5 (*a*)	Bishop's sole Patronage	44	110	110	24	138	49	81	130
5 (*b*)	Ditto other than sole	2	21	11	10	63	1	4	5
	I. House.								
2	Acreage	4		4	½	3	6	6	6
2 (*a*)	Rateable value	£220	£203	£240	£280	£262	£275	£360	£164
3	Loan charge p.a.	£75	£31	£53	Nil	£125	£93	£173	£58
4 (i)	Rates	£162	£113	£173	£250	£230	£204	£486	£79
4 (iii)	Repairs (average)	£120	£280	£60	£60	£100	£100	£191	£250
4 (iv, *a*)	Insurance Premium	£12	£17	£20	£15		£11	£22	
4 (v)	Other fixed charges				Nil	Nil	£5	Nil	£3
5 (i)	Paid for furniture	£567		£80	£323		£154	£368	£686
5 (ii)	Paid for fixtures	£371		£424	£34		£50		
	II. Income & Expenditure.								
	Gross Income	£4,200	£4,200	£4,500	£4,200	£4,200 ‡	£3,237	£4,200	£5,000
3 (i)	Legal	£50	Nil	£4,000 †	£13	£5	£20	£19	£62
3 (iii)	Chaplains, Secretaries, etc.	£200	£120	£50	£180	£156	£100	£150	£220
3 (iv)	Printing, Postages	£70	£112	£138	£102	£36	£50	£100	£152
3 (v)	Travelling	£501	£340	£82	£300	£80	£200	£252	£511
	First-fruits and tenths	£79	£79	£84	£6	£79	£19	£79	£94
	III. Succession Fees	£269		£284		£305	£192	£383	£321

* This return was made by the late Bishop, the Rt. Rev. F. J. Chavasse, D.D.
† For 1920 (prosecution). ‡ Pension to retired Bishop, £1,400.

Question No.	General.	Peterborough.*	Ripon.	Rochester.	St. Albans.	St. Ed. & Ips. §	Salisbury. ‖	Sheffield.	Sodor & Man.	Southwark.
2	Benefices	601	218	201	312	435¶	492	172	36	316
3	Curates	80	56	75	68	38	61	49	4	278
4	Licensed Clergy	18		123	145	27	100	12	8	98
5 (*a*)	Bishop's sole Patronage	133	57	39	45	23	84	35	9	94
5 (*b*)	Ditto other than sole	6	2	3	1	2	3	6	3	4
	I. House.									
2	Acreage	6	13	1	2	3		6	10	¼
2 (*a*)	Rateable value	£213	£252	†	£200	£210 net	£280	£140	£176	£275
3	Loan charge p.a.	£72	Nil	Nil	Nil	Nil	£58	Nil	£100	Nil
4 (i)	Rates	£113	£123	£106	£137	£180	£226**	£122	£86	£221
4 (iii)	Repairs (average)	£150			£75			£60	£75	£130
4 (iv, *a*)	Insurance Premium	£6	£24	£17	£12	£10	£19	£4	£20	£15
4 (v)	Other fixed charges	£2		£7			£8	£5	Nil	£12
5 (i)	Paid for furniture	£320	Nil	†	Nil	Nil	£163	Nil	£100	£510
5 (ii)	Paid for fixtures	£450	£145		Nil	Nil	£451	Nil	£150	
	II. Income & Expenditure.									
	Gross Income	£4,500 ‡	£3,900	£4,000	£2,501	£2,504	£5,000	£2,503	£2,225††	£3,148
3 (i)	Legal	£25		£50	£10			Nil	£10	£10
3 (iii)	Chaplains, Secretaries, etc.	£200		£200	£200	£90		£60	£100	£300
3 (iv)	Printing, Postages	£186		£83	£75	£100		£70	£100	£120
3 (v)	Travelling	£295		£362	£375	£150		£350	£300	£80
	First-fruits and tenths	£84	£73	£84	Nil	£17	£94	£19	Nil	£9
	III. Succession Fees	£239	£373	£375	£128	£110	£364	£165	£200	£131

* This return was made by the late Bishop, the Rt. Rev. F. T. Woods, D.D., now Bishop of Winchester.
‡ Pension to retired Bishop £1,500.
‖ Bishop only recently appointed.
† Permanent house only just acquired.
§ This return was made by the late Bishop, the Rt. Rev. A. A. David, D.D., now Bishop of Liverpool.
¶ Excluding those held in plurality.
†† Variable, largely from tithe.
** 1921–1922.

Question No.	General.	Southwell.	Truro.*	Wakefield.	Worcester.
2	Benefices	519	234	181	204
3	Curates	150	36	60	50
4	Licensed Clergy	54	32	over 36	70
5 (*a*)	Bishop's sole Patronage ...	92	45	40	44
5 (*b*)	Ditto other than sole	9	12	1	3
	I. House.				
2	Acreage	3	7	5	37
2 (*a*)	Rateable value	£177	£138	£200	£235
3	Loan charge p.a.		£53	£34	£121
4 (i)	Rates	£51	£102	£150	£125
4 (iii)	Repairs (average)	£70	£35	£95	£250
4 (iv, *a*)	Insurance Premium		£6	£14	£18
4 (v)	Other fixed charges	£4	£2		£8
5 (i)	Paid for furniture		Nil	£150	Nil
5 (ii)	Paid for fixtures		£468	Nil	Nil
	II. Income & Expenditure.				
	Gross Income	£3,181	£3,102	£3,019	£3,900
3 (i)	Legal	£30	£20	£20	Nil
3 (iii)	Chaplains, Secretaries, etc.	£100	£125	£120	Nil
3 (iv)	Printing, Postages	£150	£54	£155	£80
3 (v)	Travelling	£600	£180	£300	£378
	First-fruits and tenths ...	£15	£15	£6	£73
	III. Succession Fees ...		£281	£50	£459

* This return was made by the late Bishop, the Rt. Rev. F. S. G. Warman, D.D., now Bishop of Chelmsford.

2. CATHEDRAL AND COLLEGIATE CHURCHES AND CAPITULAR BODIES.

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COMMITTEE ON THE PROPERTY AND FINANCES OF THE CHURCH

Secretary :—Aubrey T. Lawrence (*Address for Return*) 1, Essex Court, Temple, E.C. 4.

RETURN TO BE OBTAINED FROM DEANS.

NOTE.—It is requested that any remarks for which there is not space on the Return may be written on separate sheets with the reference numbers given.

Cathedral or Collegiate Church.....

I.—Present Constitution.

1. What is the full title of the Capitular Body?
2. Who is the Visitor of the Capitular Body?
3. What is the present constitution of the Body?
4. In addition to the Dean and Residentiary Canons, what other Members of the Foundation are there?
5. What Officers and Servants are there who are not members of the Foundation?
6. In whose patronage are the Deanery and Canonries respectively?
7. (*a*) Is there any authentic body of Statutes by which the Cathedral is regulated?
   (*b*) What is its date?
   (*c*) By what authority were these Statutes established?
   (*d*) Do they contain in themselves any provisions for modification?
   (*e*) By what authority (if any) can modifications be made?

   It would be convenient if a copy of the Statutes could be furnished or reference given to any published copy which is obtainable or can be consulted.
8. Is there any written body of Acts of Chapter or of customary or other regulations or practices of the Cathedral?
9. Is there a Greater as well as an Inner Chapter? If so, what is the constitution of the Greater Chapter and on what occasions and for what purposes are they called together?
10. Have you any suggestions to make with regard to the number of Canons, Minor Canons, Lay Vicars and other officials, their duties and emoluments?

II.—Residence and Duties of the Dean and Canons.

1. What is the term of Residence required of the Dean and of each Residentiary Canon?
2. What is understood to constitute residence?
3. What are the duties and share in the administration of the affairs of the Chapter and regulation of the Cathedral Services assigned to the Dean and each Canon respectively?
4. Are any other Offices in the Cathedral annexed to the Deanery or any of the Canonries?

5. Is the Deanery or any Canonry annexed to any Office or Benefice not in the Cathedral?

6. Is any Office (not in the Cathedral) or any Benefice annexed to the Deanery or any Canonry?

III.—Residence Houses.

1. Are there Residentiary Houses attached to the Deanery and each of the Canonries? If not separate houses for the Canons, is there a Residentiary House for occupation by the Canons in turn during their terms of residence?

2. Are the Residentiary Houses occupied by the Dean and the respective holders of Canonries to which they are annexed? If not, are they let and who receives the rent for them?

3. Is the Dean responsible for repairs, insurance and rates in respect of the Decanal House of Residence?

4. Is each Canon severally responsible for repairs, insurance or rates, in respect of his Canonical House of Residence?

IV.—Chapter Clerks and other Officials.

1. Is there a Chapter Clerk? Is he in Holy Orders or a Layman?

2. Is he paid for his services, and if so, how much?

3. What are his duties?

4. Is it a whole-time office? What staff is there?

5. Are there any other officials (*e.g.*, Receiver)?

6. Are they paid for their services, and if so, how much?

7. What are their duties?

8. Are they whole-time offices? What staff is there?

V.—Minor Canons.

1. What is the number of Priest Vicars or Minor Canons?

2. How are they appointed?

3. What are their duties?

4. How are they paid? What are their stipends and allowances, statutable or other? From what funds are these paid?

5. Do they jointly constitute a corporation? If so—

   (*a*) Of whom does it consist?

   (*b*) By whom are the members elected?

   (*c*) What is the total divisible annual income of the Corporation?

   (*d*) From what sources is it derived?

   (*e*) What is the mode of division of the corporate income?

6. Do they hold benefices or curacies with their Minor Canonries, and under what regulations? If so, of what value, and where situated?

7. Have they any emoluments from Minor Offices or preaching turns? If so, of what amount?

8. Is there any provision for retirement upon a pension? If so, upon what scale of payment, and what pensions are now being received by former members of the body?

9. (*a*) Have they residence assigned to them?

   (*b*) Or allowances in lieu thereof?

   (*c*) Is each Minor Canon responsible for repairs, insurance and rates, in respect of his official residence?

   (*d*) If not, from what sources are these expenses discharged?

   (*e*) If from the Cathedral revenues or from the Corporate revenues of the Minor Corporation, what is the average annual cost?

10. What has been the total average charge on the Capitular revenues during the last seven years arising from payments to or on account of the Minor Canons?

VI.—Organist.

1. What has been the income of the Organist for three years last past?
2. What are the sources of such income?
3. Is a residence provided for him?
4. What are his duties?
5. How far is he allowed to employ a substitute?
6. How is the substitute paid and how appointed?

VII.—Lay Vicars.

1. What is the number of Lay Vicars or Clerks?
2. What are their emoluments?
3. What is the source of these emoluments?
4. Do they constitute a Corporation?
5. (*a*) If so, what is the income of the Corporation and from what sources is it derived?

   (*b*) How is such income distributed?

6. What is the tenure of their Offices, and by whom are they appointed?
7. What are their duties? Is their employment whole-time employment?
8. Have they residences? If so, who is responsible for repairs, rates and insurance, in respect thereof?
9. Is there any pension or other provision in case of retirement? If so, what are the pension arrangements?
10. Do any of these hold any Minor Offices or other emoluments? If so, give particulars.
11. What is the total average charge on the Capitular revenues for payments to or on account of the Lay Clerks?

VIII.—Other Officers and Servants.

1. (*a*) How many Vergers are there?

   (*b*) What are their salaries?

   (*c*) Do they receive fees? If so, state estimated value of fees for three years last past.

2. Are there any Bedesmen or Almsmen, and what are their allowances?

3. Are there any other Officers or Servants? If so, what are their duties and salaries?

IX.—Grammar School.

1. Is there a Grammar School in connection with the Cathedral Church?

2. Is the Grammar School still part of the original Foundation of the Cathedral, or has it been constituted a separate Foundation by Scheme under the Endowed Schools Act?

3. How many boys are educated in the Grammar School?

4. What is the annual charge on the revenues of the Dean and Chapter for all purposes in connection with the Grammar School?

X.—Choristers.

1. What is the number of Choristers, and what allowances do they receive?

2. Is there a Choristers' School in connection with the Cathedral Church?

3. If so, (*a*) What number of Choristers and Probationers are admitted in the School?

   (*b*) What is the annual charge on the revenues of the Dean and Chapter for all purposes in connection with the Choristers' School?

4. If not, (*a*) How are they educated?

   (*b*) What is the annual cost to the Chapter for providing such education?

5. What has been the total average charge on the Capitular revenues during the last seven years, arising from payments to or on account of the Choristers?

XI.—The Fabric.

1. (*a*) Is there a Clerk of the Works?

   (*b*) If so, what is his salary?

   (*c*) What is the size of the staff and how composed?

   (*d*) Are they paid by Trade Union wage?

2. What is the state of the Fabric?

3. What are the funds for its maintenance? Are they adequate?

4. Are there estates or funds (apart from any share in the division of the Corporate revenues of the Dean and Chapter) particularly applicable to the maintenance of the Fabric or any part of it?

5. If so, of what do such estates or funds consist and what is the annual revenue therefrom?

6. What sums have been expended upon the Fabric during the last fourteen years, and from what sources, specifying the amount from each?

7. What is the average annual cost of the upkeep of the Fabric (apart from any special restorations)?

8. (*a*) Is the Fabric or any part thereof or any fittings, &c., thereof insured against damage by fire?

   (*b*) If so, give particulars of Policies—amount, Insurance Office, property covered.

XII.—Library.

1. Is there any Library? If so, what is the salary of the Librarian and staff?

2. Is it accessible to any other than Members of the Chapter, and under what regulations?

3. Is there any separate endowment or other source of support for the same?

4. What is the average annual cost of upkeep?

XIII.—Patronage.

1. Give the following particulars of the Benefices wholly or partly in the Patronage of the Dean and Chapter or of any member of the Capitular Body, or of any Minor Corporation in the Cathedral.

Patron (Name of Body or Person).	Number in Sole Patronage.	Number in Joint Patronage or Alternate or Other Terms.	Number outside the Diocese.

2. What is the system according to which the Patronage of the Cathedral is exercised in the matter of presenting to Cathedral Livings?

XIV.—Revenues and Expenditure—Accounts.

1. Please furnish copies of the Receiver's Account of the Revenue of the Dean and Chapter for the last completed year, showing the income from all sources (separately stated), the outgoings in respect of such income, and the net Balance passed into the hands of the Treasurer for the purposes of the Dean and Chapter.

2. Please furnish copies of the Treasurer's Account, showing the application of the net income to the payment of:—

   (*a*) Incomes of the Dean and each Canon.

   (*b*) Salaries and Wages of Minor Canons, Vicars Choral, Choristers, Vergers, Bedesmen and other Officers and Servants and Dependants of the Cathedral.

   (*c*) Expenditure upon maintenance of Fabric of the Cathedral and buildings within the Precincts for which the Dean and Chapter are responsible.

   (*d*) Expenditure upon Grammar School.

   (*e*) Expenditure upon Choristers' School.

   (*f*) Expenditure upon maintenance of the Service and other general purposes of the Dean and Chapter.

   (*g*) Charitable expenditure.

   (*h*) Any other substantial item of expenditure, specifying the object.

3. Are the Accounts professionally audited?

XV.—General.

1. Are the Residentiary Houses attached to the Cathedral generally suitable, and, in particular, to the present official incomes of those who hold them?

2. What is the condition of the Chapter House, and for what purpose is it used?

3. Are there any other "Members of the Cathedral Church" not included in the above questions?

4. If so, (i) How are they appointed?

   (ii) What are their duties?

   (iii) What are the payments to them by the Dean and Chapter?

   (iv) What other emoluments do they enjoy?

Date..... Signed.....

SUMMARY OF CHAPTER ACCOUNTS

Note—The Summary of Chapter Returns here printed was prepared by Mr. C. N. Latter from the Accounts furnished by the Chapters, the arrangement of the Accounts being modified as necessary so as to make comparison easier.

The method of compiling the Accounts varies considerably in different Chapters (*e. g.* in the treatment of income-tax), and for this reason adjustments have had to be made in order to arrive at the total figures as given in the body of the Report.

CANTERBURY.*

(*Year ending November* 1920.)

REVENUE.

	£	s.	d.	£	s.	d.
Estates :						
Titheries and Houses	21,433	16	8			
Less taxes, rates and repairs	9,625	17	4			
				11,807	19	4
Dividends and Interest	...		...	708	14	1
Ecclesiastical Commissioners	...		...			
Miscellaneous :						
Visitors' Fees	1,934	13	5			
Rebate of Tax	2,529	16	9			
Sundries	229	8	4			
Tithe Redemption	5,539	6	5			
				10,233	4	11
Total net				£22,749	18	4

APPLICATION OF NET INCOME.

	£	s.	d.	£	s.	d.
(*a*) Dean and Canons			...	6,157	1	2
(*b*) Salaries and Wages :	£	s.	d.			
Minon Canons (4)	878	14	8			
Preachers (6)	155	8	6			
Lay Clerks	996	14	4			
Registrar	310	0	0			
Organist	233	2	6			
Choristers	114	0	0			
Vergers and Guides	1,114	8	4			
Bedesmen, Pensioners and others	238	13	10			
				4,041	2	2
(*c*) Fabric and Precincts			...	2,466	5	2
(*d*) Grammar School			...	700	0	0
(*e*) Choristers' School			...	505	11	5
(*f*) Maintenance of Services and other purposes ...			...	2,006	9	9
(*g*) Charitable Expenditure			...	203	14	6
(*h*) Other substantial items :						
Lambeth Conference	214	8	4			
Tithe Rent Redemption Money invested, etc. ...	5,204	4	7			
				5,418	12	11
Total payments				£21,498	17	1

Remarks.—Offertories £1,049 3*s.* 9*d.*, of which £239 8*s.* 7*d.* was devoted to sundry purposes of Dean and Chapter, *not* included in accounts.

* This return was made by the late Dean, the Very Rev. H. Wace, D.D.

YORK.

(*Year ending December* 1920.)

REVENUE.

	£	s.	d.	£	s.	d.
Estates:						
Rents	3,350	9	0			
Outgoings	2,182	17	7			
				1,167	11	5
Dividends and Interest				6	17	3
Ecclesiastical Commissioners						
Miscellaneous				133	12	11
Total net				£1,308	1	7

APPLICATION OF NET INCOME.

	£	s.	d.	£	s.	d.
(*a*) Dean and Canons						
Dean	280	0	0			
Canons (4)	1,120	0	0			
				1,400	0	0*
(*b*) Salaries and Wages						
Organist, Songmen and Choristers	1,592	3	7			
Chapter Clerk and Assistant	286	10	6			
Vergers	561	11	0			
Ringers	33	3	0			
				2,473	8	1
(*c*) Fabric and Precincts				4,623	12	11
(*d*) Grammar School						
(*e*) Choristers' School				370	17	10
(*f*) Maintenance of Services, etc.				1,323	3	6
(*g*) Charitable Expenditure						
(*h*) Other substantial items:						
New Organ-blowing apparatus				785	0	0
Total payments (from Capitular Revenues)				£1,680	0	0

Remarks.—* (*a*) Stipends of Dean and Cathedral Canons made up to £2,000 and £500 respectively by Ecclesiastical Commissioners.

Minor Canons (3) paid from property of the Corporation taken over by Ecclesiastical Commissioners—£1,400 p.a.

Balance of Capitular Funds reduced during year from £399 to £27.

All (*b*), (*c*), (*e*), (*f*) and (*h*) (except £280) are paid from St. Peter's (Minster Services) Fund or Fabric Fund—distinct from Capitular Funds.

St. Peter's (Minster Services) Fund.	Income of year (including offertories £1,559)	£3,770
	Payments (including exceptional payment £785)	£4,018
	Deficit	£248

Fabric Fund.	Income	£6,453
	Payments	5,956
	Cr. Balance	497

BRISTOL.

(*Year ending September* 1920.)

REVENUE.

	£	*s.*	*d.*	£	*s.*	*d.*
Estates :						
Rents	62	1	0			
Outgoings	21	10	3			
				40	10	9
Dividends and Interest						
Ecclesiastical Commissioners				6,839	6	8
Miscellaneous				1,055	17	11
Total net				7,935	15	4

APPLICATION OF NET INCOME.

	£	*s.*	*d.*	£	*s.*	*d.*
(*a*) Dean and Canons (4)				4,080	0	0
(*b*) Salaries and Wages :	£	*s.*	*d.*			
Minor Canons (2)	510	10	0			
Lay Clerks	865	4	0			
Organist	292	15	0			
Choristers	116	11	8			
Vergers, etc.	360	4	8			
Almsmen	162	9	8			
				2,307	15	0
(*c*) Fabric and Precincts				128	3	6
(*d*) Grammar School				120	0	0
(*e*) Choristers' School						
(*f*) Maintenance of Services, etc.				388	15	6
(*g*) Charitable Expenditure				583	3	8
(*h*) Other substantial items						
Total payments				£7,607	17	8

Remarks.—Balance from previous account £656 5 8
Balance from this account 327 17 8
£984 3 4

(Insufficient for stipends due 1st October, 1920.)

CARLISLE.*

(*Year ending December* 1920.)

REVENUE.

	£	s.	d.	£	s.	d.
Estates:						
Rents and tithe rents	8,383	18	1			
Outgoings	3,611	6	2			
				4,772	11	11
Dividends and Interest				632	5	9
Ecclesiastical Commissioners						
Miscellaneous				295	19	5
Total net				£5,700	17	1

APPLICATION OF NET INCOME.

	£	s.	d.	£	s.	d.
(*a*) Dean and Canons:						
Dean	1,229	4	9			
Canons (4)	2,415	6	8			
				3,644	11	5
(*b*) Salaries and Wages:						
Minor Canons (2) includes Master of Choir School	465	13	9			
Organist	190	0	0			
Chapter Clerk	100	0	0			
Lay Clerks and Singing Men	430	0	0			
	144	13	0			
Choristers	100	0	0			
Vergers, Almsmen and Bedesmen	149	0	0			
				1,579	6	9
(*c*) Fabric and Precincts (Precincts)				107	4	11
(*d*) Grammar School						
(*e*) Choristers' School				24	15	1
(*f*) Maintenance of Services, etc.				333	14	5
(*g*) Charitable Expenditure				11	4	6
(*h*) Other substantial items						
Total payments				£5,700	17	1

Remarks.—Separate Fabric Fund with gross Revenue (from Stock and tithe rentcharge) 1,048 17 8

Average expenditure 611 8 9

* This return was made by the late Dean, the Very Rev. H. H. Rashdall, LL.D.

CHESTER.

(*Note.*—The figures in italics do not come into the Capitular Accounts.)

(*Year ending December* 1920.)

REVENUE.

	£	*s.*	*d.*	£	*s.*	*d.*
Estates:						
Gross	10,600	16	7			
Outgoings	6,493	5	4			
				4,107	11	3
Dividends and Interest	...		...			
Ecclesiastical Commissioners	...		...			
Miscellaneous	...		...	2,605	14	1
Total net				£6,713	5	4

APPLICATION OF NET INCOME.

	£	*s.*	*d.*	£	*s.*	*d.*
(*a*) Dean and Canons:						
Dean	821	10	2			
Canons (4)	1,643	0	7			
				2,464	10	9
(*b*) Salaries and Wages:						
Minor Canons	424	11	5			
Organists	545	0	0			
Choristers	101	17	6			
Lay Clerks	870	2	8			
Vergers (3)	445	7	2			
Bedesmen, etc.	405	13	10			
				2,792	12	7
(*c*) Fabric and Precincts	...		...	*179*	*0*	*6*
(*d*) Grammar School	...		...	280	0	0
(*e*) Choristers' School	...		...	90	0	0
(*f*) Maintenance of Services, etc.	...		...	1,039	2	0
(*g*) Charitable Expenditure	...		...			
(*h*) Other substantial items:						
Bank Interest	...		...	72	0	0
Total payments				£6,738	5	4

CHICHESTER.

(*Year ending various dates* 1920–1921.)

REVENUE.

	£	*s.*	*d.*	£	*s.*	*d.*
Estates :						
Rents	5,489	2	0			
Taxes, etc.	2,268	17	6			
				3,220	4	6
Dividends and Interest	...		...	459	12	11
Ecclesiastical Commissioners	...		...			
Miscellaneous :						
Tax refund	1,135	19	5			
Fees	308	19	8			
Sundries	252	16	7			
				1,697	15	8
Total net				£5,377	13	1

APPLICATION OF NET INCOME.

	£	*s.*	*d.*	£	*s.*	*d.*
(*a*) Dean and Canons (4)	...		...	2,850	0	0
(*b*) Salaries and Wages :	£	*s.*	*d.*			
Priest Vicars (4)	129	13	4			
Sacristans (8)	118	0	0			
Organist	200	0	0			
Lay Vicars (6)	558	13	10			
Choristers	37	0	0			
Chapter Clerk	70	0	0			
Vergers, etc.	318	15	6			
				1,432	2	8
(*c*) Fabric and Precincts	...		...			
(*d*) Grammar School	...		...			
(*e*) Choristers' School	...		...	247	10	10
(*f*) Maintenance of Services, etc.	...		...	388	2	0
(*g*) Charitable Expenditure :						
Ancient Payments and Bread Money	...		...	160	0	10
Bullock Stalls, etc., Farms	...		...	381	15	4
(*h*) Other substantial items	...		...			
Total payments				£5,459	11	8

Remarks.—Priest Vicars (4) are a Corporation and have own Property. Dean and Chapter assist with £24 18*s.* 4*d.* to each per annum.

DURHAM.

(*Year ending September* 1920.)

REVENUE.

	£	s.	d.	£	s.	d.	
Estates:							
Rents	15,921	0	11				
Outgoings	10,885	2	2				
				5,035	18	9	
Dividends and Interest				5,685	14	3	
Ecclesiastical Commissioners				10,000	0	0	
Miscellaneous				5,585	11	8	*
Total net				£26,307	4	8	

APPLICATION OF NET INCOME.

	£	s.	d.	£	s.	d.
(*a*) Dean and Canons (5)				8,030	1	4
(*b*) Salaries and Wages:						
Minor Canons (4) and Sacrist	1,210	9	8			
Chapter Clerk, Sub-Treasurer and Architect ...	1,057	10	11			
Vergers, Bellringers and Attendants	1,369	1	5			
Bedesmen, Pensions, etc.	594	5	2			
Choir	2,793	17	3			
				7,025	4	5
(*c*) Fabric and Precincts				1,164	1	3
(*d*) Grammar School				3,000	0	0
(*e*) Choristers' School				1,844	14	2
(*f*) Maintenance of Services, etc.				1,706	3	5
(*g*) Charitable grants				395	4	0
(*h*) Other substantial items:						
Alterations of College Buildings	2,120	17	7			
Rates, etc.	1,382	14	7			
Repairs and Renewals	1,581	12	3			
Bank charges	426	6	0			
Gardens, Banks and College	732	19	9			
				6,244	10	2
Total payments				£29,409	18	9

Remarks.—* Includes £3,086 7*s.* 11*d.* from Ecclesiastical Commissioners, cost of alterations at St. Mary's College, and of re-leading N.E. Roof of Cathedral.

Two Fabric Funds, viz.: Wood Fund, income £229, and a capital sum held by Ecclesiastical Commissioners, amount now £1,240.

ELY.

(*Note.*—The figures in italics do not come into the Capitular Accounts.)

(*Year ending October* 1920.)

REVENUE.

	£	s.	d.	£	s.	d.
Estates:						
Rents	1,194	18	7			
Tithes	2,378	18	0			
	3,573	16	7			
Rates, taxes and repairs	960	4	11			
				2,613	11	8
Dividends and Interest				2,136	4	10
Ecclesiastical Commissioners				3,629	10	0
Miscellaneous:						
Tax Refund	619	16	9			
Sundries	55	0	0			
				674	16	9
Total net				£9,054	3	3

APPLICATION OF NET INCOME.

	£	s.	d.	£	s.	d.	
(*a*) Dean and Canons (6)				4,940	11	3	
(*b*) Salaries and Wages:							
Minor Canons (4)	865	5	0				
Organist	275	0	0				
Lay Clerks	868	1	2				
Other Officers	81	9	2				
Choristers	142	3	4				
Vergers	223	0	0				
Bedesmen	106	10	0				
Pensions, etc.	95	1	0				
				2,656	9	8	
(*c*) Fabric and Precincts				*1,091*	*8*	*1*	*
(*d*) Grammar School				350	0	0	
(*e*) Choristers' School				259	15	9	
(*f*) Maintenance of Services, etc.				1,119	12	10	
(*g*) Charitable Expenditure				328	15	0	
(*h*) Other substantial items:							
Board of Finance				100	8	0	
Total payments				£9,755	12	6	

Remarks.—* From Cathedral Restoration Fund; chiefly from boxes and returned tax, and sums voted by Dean and Chapter.

Fund shows a balance of £664 8*s.* 8*d.*

General Accounts of Dean and Chapter showed a credit balance of £2,892 brought from previous year.

EXETER.

(*Year ending Lady Day*, 1921.)

REVENUE.

	£	s.	d.	£	s.	d.
Estates :						
Rents				171	2	4
Dividends and Interest						
Ecclesiastical Commissioners				7,490	0	0
Miscellaneous :						
Tax Refund	1,439	10	9			
Special Appeal for Choristers' School	422	1	0			
Fees, etc.	707	1	4			
				2,568	13	1
Total net				£10,229	15	5

APPLICATION OF NET INCOME.

	£	s.	d.	£	s.	d.
(*a*) Dean and Canons (4)				4,200	0	0
(*b*) Salaries and Wages :						
Minor Canons						
Organists	310	0	0			
Choirmen	886	1	6			
Chapter Clerk	140	0	0			
Vergers	305	0	0			
Others	444	8	2			
				2,085	9	8
(*c*) Fabric and Precincts				1,518	14	11
(*d*) Grammar School						
(*e*) Choristers' School				1,328	13	11
(*f*) Maintenance of Services, etc.				1,362	7	6
(*g*) Charitable Expenditure				52	7	6
(*h*) Other substantial items :						
Archdeacons under 7 & 8 Geo. IV.				120	14	3
Rates and Taxes, Fabric Account				133	8	9
Total payments				£10,801	16	6

Remarks.—Minor Canons (4) are paid from the College Endowments. Amount not known to Dean and Chapter.

Annual average cost of Fabric proper is £378. Cost of Precincts (including houses) and roads with heavy traffic is considerable.

GLOUCESTER.

(*Year ending January* 1921.)

REVENUE.

	£	*s.*	*d.*	£	*s.*	*d.*
Estates :						
Re-endowment Estates, mainly tithe rentcharge ...	9,819	9	5			
Other rents	856	15	3			
	10,676	4	8			
Outgoings	4,609	0	0			
				6,067	4	8
Dividends and Interest	...		...			
Ecclesiastical Commissioners	...		...			
Miscellaneous :						
Offertories, Fees and Tax Refund	...		...	1,377	11	1
Total net	...		...	£7,444	15	9

APPLICATION OF NET INCOME.

	£	*s.*	*d.*	£	*s.*	*d.*
(*a*) Dean and Canons :						
Dean	1,078	15	9			
Canons (4)	2,157	11	4			
				3,236	7	1
(*b*) Salaries and Wages :						
Minor Canons (3)	629	12	8			
Choir and Lighting	970	11	8			
Other Officers	628	14	2			
				2,228	18	6
(*c*) Fabric and Precincts	...		...	220	6	8
(*d*) Grammar School	...		...	438	4	2
(*e*) Choristers' School	...		...			
(*f*) Maintenance of Services, etc.	...		...	950	0	5
(*g*) Charitable Expenditure	...		...	10	9	6
(*h*) Other substantial items :						
Statutable Stipends, Deans and Canons	...		...	215	0	0
Total payments			...	£7,299	6	4

HEREFORD.

(*Note.*—The figures in italics do not come into the Capitular Accounts.)

(*Year ending September* 1920.)

REVENUE.

	£	s.	d.	£	s.	d.
Estates :						
Rents	10,687	15	1			
Outgoings	5,215	5	1			
	5,472	10	0			
Arrears (balance)	310	19	3			
				5,783	9	3
Dividends and Interest				161	7	11
Ecclesiastical Commissioners						
Miscellaneous :						
Tax Refund	181	3	10			
Admission Fees	179	15	2			
				360	19	0
Total net				£6,305	16	2

APPLICATION OF NET INCOME.

	£	s.	d.	£	s.	d.
(*a*) Dean and Canons :						
Dean	709	10	0 *			
Canons (4)	2,838	0	0			
				3,547	10	0
(*b*) Salaries and Wages :						
Chapter Clerk	115	0	0			
Lay Clerk	110	0	0			
Organist	176	18	1			
Choir	271	17	7			
Verger	105	7	0			
Sextons	213	16	5			
Other Servants	127	11	0			
				1,120	10	1
(*c*) Fabric and Precincts				*610*	*8*	*1* †
(*d*) Grammar School				191	2	0
(*e*) Choristers' School						
(*f*) Maintenance of Services, etc.				717	8	7
(*g*) Charitable Expenditure				18	16	6
(*h*) Other substantial items :						
To Ecclesiastical Commissioners suspended Canonry				709	10	0
Total payments				£6,304	17	2

Remarks.—Minor Canons a Corporation with own funds. Eight Lay Clerks also paid from these.

* Dean's income made up to £1,000 by Ecclesiastical Commission. From this he pays £250 per annum pension to predecessor.

† Fabric Fund. Income, less Charges, £993 6*s.* 3*d.*

LICHFIELD.

(*Note.*—The figures in italics do not come into the Capitular Accounts.)

(*Year ending June* 1921.)

REVENUE.

	£ s. d.	£ s. d.
Estates:		
Rents	805 12 2	
Rates, taxes and repairs...	137 4 1	
		668 8 1
Dividends and Interest	... ...	35 12 3
Ecclesiastical Commissioners	... ...	3,885 14 0
Miscellaneous:		
Tax Refund, etc.	... ...	1,899 13 8
Total net	... ...	6,489 8 0

APPLICATION OF NET INCOME.

	£ s. d.	£ s. d.
(*a*) Dean and Canons:		
Dean	817 10 4	
Canons (4)	1,930 6 9	
		2,747 17 1
(*b*) Salaries and Wages:		
Vicars Commons	62 15 6	
Organists	190 17 4	
Other Officers	308 14 0	
Choristers	79 17 8	
Vergers	314 7 0	
Ringers	38 0 0	
		994 11 6
(*c*) Fabric and Precincts	... ...	484 6 5
(*d*) Grammar School	... ...	
(*e*) Choristers' School	... ...	645 1 9
(*f*) Maintenance of Services, etc.	... ...	1,258 18 9
(*g*) Charitable Expenditure:		
From Offertories	... ...	*342 0 0*
(*h*) Other substantial items:		
"Fabric Property"	797 6 1	
Bank Charges	12 0 6	
		809 6 7
Total payments		£6,940 2 1

Remarks.—The Priest Vicars (4) are a Corporation, with own Funds (amount not known to Dean and Chapter).

LINCOLN.

(*Year ending December* 1920.)

REVENUE.

	£	*s.*	*d.*	£	*s.*	*d.*
Estates:						
Rents	2,578	14	3			
Taxes, repairs, etc.	2,492	17	6			
				85	16	9
Dividends and Interest				1,780	7	7
Ecclesiastical Commissioners				6,625	17	0
Miscellaneous				2,341	15	6
Total net				£10,833	16	10

APPLICATION OF NET INCOME.

	£	*s.*	*d.*	£	*s.*	*d.*
(*a*) Dean and Canons (4)				4,803	18	3
(*b*) Salaries and Wages:						
Provost Vicars (4), Chapter Clerk, Pensions, Vergers, etc.	719	14	7			
Organist, Choir and Pensions	1,864	4	7			
				2,583	19	2
(*c*) Fabric and Precincts				2,775	9	0
(*d*) Grammar School				228	3	0
(*e*) Choristers' School				780	13	7
(*f*) Maintenance of Services, etc.				1,913	1	4
(*g*) Charitable Expenditure						
(*h*) Other subtantial items:						
Repayment of Loan for Heating Apparatus				609	0	0
Bank Interest				231	19	0
Total payments				£13,926	3	4

Remarks.—The 4 Provost Vicars are a Corporation and receive £1,140 from Ecclesiastical Commissioners, £60 from Dean and Chapter and a house apiece.

MANCHESTER.

(*Note.*—The figures in italics do not come into the Capitular Accounts.)

(*Year ending* 1920.)

REVENUE.

	£	s.	d.	£	s.	d.
Estates:						
Rents	57,098	19	8½			
Tithe rentcharges	2,173	11	10			
	59,272	11	6½			
Rates taxes and repairs	29,308	2	6½			
				29,964	9	0
Dividends and Interest	...	...	...	4,945	1	10
Ecclesiastical Commissioners	...	...	...			
Miscellaneous	...	...	...	3,083	8	6
Total net				£37,992	19	4

APPLICATION OF NET INCOME.

	£	s.	d.	£	s.	d.
(*a*) Dean and Canons:						
Dean (gross)	1,500	0	0			
Canons (4) (gross)	2,400	0	0			
				3,900	0	0
(*b*) Salaries and Wages:						
Minor Canons (2)	520	16	8			
Organist	380	0	0			
Singing Men and Boys	900	16	5			
Vergers	545	12	10			
Other servants	238	1	0			
Pensions	187	10	0			
				2,772	16	11
(*c*) Fabric and Precincts	...	...	...	232	16	2
(*d*) Grammar School	...	...	...			
(*e*) Choristers' School	...	...	...	90	0	0
(*f*) Maintenance of Services, etc.	...	...	...	1,160	10	7
(*g*) Charitable Expenditure	...	...	...	*1,010*	*19*	*1**
(*h*) Other substantial items	...	...	...			
Total payments				£8,156	3	8

Remarks.—* From Collections—not included in Accounts.

Choir School is a separate Trust.

Balance £29,836 15*s.* 8*d.* *payable to Ecclesiastical Commissioners.*

NORWICH.

(*Note.*—The figures in italics do not come into the Capitular Accounts.)

1920–1921.

REVENUE.

	£	s.	d.	£	s.	d.
Estates :						
Rents	11,047	4	7			
Rates taxes and repairs	4,666	14	5			
				6,380	10	2
Dividends and Interest	...		...	1,360	0	4
Ecclesiastical Commissioners :						
Miscellaneous	368	11	9			
Tax retained or refunded	1,193	19	9			
				1,562	11	6
Total net				£9,303	2	0

APPLICATION OF NET INCOME.

	£	s.	d.	£	s.	d.
(*a*) Dean and Canons :						
Dean	1,500	9	3			
Canons (4)	3,000	18	4			
				4,501	7	7
(*b*) Salaries and Wages :						
Minor Canons (2)	484	0	0			
Organist	290	0	0			
Lay Clerks (8) and Choir	849	5	3			
Other Officers and Pensions	1,257	15	6			
				2,881	0	9
(*c*) Fabric and Precincts	...		...	*159*	*1*	*5**
(*d*) Grammar School	...		...			
(*e*) Choristers' School	...		...	288	4	4
(*f*) Maintenance of Services, etc.	...		...	1,283	7	1
(*g*) Charitable Expenditure	...		...	121	18	6
(*h*) Other substantial items	...		...			
Total payments				£9,075	18	3

* From Fabric Fund in hands of Ecclesiastical Commissioners.

CHRIST CHURCH, OXFORD.

(*Year ending* 1920.)

REVENUE.

	£	*s.*	*d.*
Estates :			
Corporate Revenues	16,356	0	0
Dividends and Interest	58	16	6
Ecclesiastical Commissioners			
Miscellaneous	44	14	11
Total net	£16,459	11	5

APPLICATION OF NET INCOME.

	£	*s.*	*d.*	£	*s.*	*d.*
(*a*) Dean and Canons						
Dean	2,970	0	0			
Canons (6)	9,000	0	0			
				11,970	0	0
(*b*) Salaries and Wages ...						
Chaplains	660	0	0			
Organists	405	0	0			
Lay Clerks	1,033	6	5			
Choristers	590	2	2			
Schoolmasters	320	0	0			
Ministers and Servants	267	9	4			
				3,275	17	11
(*c*) Fabric and Precincts	...		...			
(*d*) Grammar School	...		...			
(*e*) Choristers' School	...		...	721	19	3
(*f*) Maintenance of Services, etc.	...		...	656	1	3
(*g*) Charitable Expenditure	...		...			
(*h*) Other substantial items	...		...			
Total payments				£16,623	18	5

PETERBOROUGH.

(*Year ending Lady Day* 1920.)

REVENUE.

	£	*s.*	*d.*	£	*s.*	*d.*
Estates :						
Rents	3,680	5	7			
Outgoings	779	13	2			
				2,900	12	5
Dividends and Interest	...		...	1,432	19	10
Ecclesiastical Commissioners	...		...			
Miscellaneous :						
Fees	133	18	2			
Returned Tax	543	3	6			
Sundries	52	10	0			
				729	11	8
Total net				£5,063	3	11

APPLICATION OF NET INCOME.

	£	*s.*	*d.*	£	*s.*	*d.*
(*a*) Dean and Canons (4)			...	2,363	18	10
(*b*) Salaries and Wages :	£	*s.*	*d.*			
Minor Canons (2) and Sacristan	539	15	4			
Organist, Lay Clerks and Choristers	945	1	3			
Chapter Clerk	261	11	4			
Other officers	50	2	6			
Vergers, etc.	491	1	10			
				2,287	12	3
(*c*) Fabric and Precincts	...		...	128	8	6
(*d*) Grammar School	...		...	280	0	0
(*e*) Choristers' School	...		...			
(*f*) Maintenance of Services, etc.	...		...	327	19	11
(*g*) Charitable Expenditure	...		...			
(*h*) Other substantial items	...		...			
Total payments				£5,387	19	6

RIPON.

(*Year ending August* 1919.)

REVENUE.

	£	*s.*	*d.*
Estates:			
Funded property	68	0	0
Dividends and Interest			
Ecclesiastical Commissioners	6,000	0	0
Miscellaneous	148	0	0
Total net	£6,216	0	0

APPLICATION OF NET INCOME.

	£	*s.*	*d.*	£	*s.*	*d.*
(*a*) Dean and Canons:						
Dean (gross)	1,000	0	0			
Canons (4) (gross)	2,000	0	0			
				3,000	0	0
(*b*) Salaries and Wages:						
Minor Canons (2) and Succentor	850	0	0			
Organist	230	0	0			
Lay Clerks	600	0	0			
Choir Boys and Organ tuning	308	0	0			
Vergers and Sextons...	617	0	0			
Bellringers	53	0	0			
				2,658	0	0
(*c*) Fabric and Precincts				70	0	0
(*d*) Grammar School						
(*e*) Choristers' School						
(*f*) Maintenance of Services, etc.				529	0	0
(*g*) Charitable Expenditure						
(*h*) Other substantial items						
Total payments				£6,257	0	0

Remarks.—To meet increased cost of living, 4th Minor Canonry placed in abeyance and stipend (£200) used to augment salaries of Organist, Lay Clerks, Vergers and Sextons.

ROCHESTER.

(*Year ending November* 1920.)

REVENUE.

	£	s.	d.	£	s.	d.
Estates :						
Tithe rentcharge and rents	13,433	12	10			
Outgoings	6,051	15	2			
				7,381	17	8
Dividends and Interest				1,587	14	8
Ecclesiastical Commissioners						
Miscellaneous				1,573	4	7
Total net				£10,542	16	11

APPLICATION OF NET INCOME.

	£	s.	d.	£	s.	d.
(*a*) Dean and Canons (4)				4,200	0	0
(*b*) Salaries and Wages :	£	s.	d.			
Minor Canons (2)	380	0	0			
Lay Clerks (6)	625	0	0			
Organist	258	17	6			
Chapter Clerk	280	0	0			
Bedesmen and others	478	8	3			
Choristers	135	6	5			
				2,157	12	2
(*c*) Fabric and Precincts				121	8	8
(*d*) Grammar School				704	0	0
(*e*) Choristers' School				368	16	1
(*f*) Maintenance of Services, etc.				1,401	18	5
(*g*) Charitable Expenditure				163	10	6
(*h*) Other substantial items :						
To Repairs Fund				802	7	8
To War Loan bought				850	3	7
Total payments				£10,769	17	1

SALISBURY.

(*Note.*—The figures in italics do not come into the Capitular Accounts.)

(*Year ending October* 1920.)

REVENUE.

	£	s.	d.	£	s.	d.
Estates:						
Rents and tithe rents	7,050	13	11			
Outgoings	3,587	12	1			
				3,463	1	10
Dividends and Interest				27	9	5
Ecclesiastical Commissioners						
Miscellaneous				463	8	9
Total net				3,954	0	0

APPLICATION OF NET INCOME.

	£	s.	d.	£	s.	d.
(*a*) Dean and Canons						
Dean (net)	700	0	0			
Canons (4)	1,283	6	8			
Pensioned Canon	116	13	4			
				2,100	0	0
(*b*) Salaries and Wages:						
Organist, Lay Vicars (6) and Clerks	910	1	6			
Pensions (Lay Vicars)	51	19	10			
Vergers, etc.	*791*	*12*	*11**			
				962	1	4
(*c*) Fabric and Precincts				*776*	*9*	*2**
(*d*) Grammar School						
(*e*) Choristers' School				*924*	*17*	*9*§
(*f*) Maintenance of Services, etc.				809	0	7
(*g*) Charitable Expenditure						
(*h*) Other substantial items						
Tenths	106	6	7			
Taxes, Repairs, etc.	17	17	3			
Tax retained for Ecclesiastical Commissioners	173	5	0			
				297	8	10
Total payments				4,168	10	9

Remarks.—Minor Canons (4) a Corporation. Own Funds. Mainly Commutation payment from Ecclesiastical Commissioners—£1,241 p.a.

* From Fabric Fund.

§ Master of Choristers' Account.

ST. PAUL'S.

(*Year ending September* 1920.)

REVENUE.

	£	s.	d.	£	s.	d.
Estates:						
Rents				1,020	8	11
Dividends and Interest				266	15	9
Ecclesiastical Commissioners				12,880	0	0
Miscellaneous						
Visitors' Fees	3,378	4	3			
Vicars Choral	630	0	0			
Returned Tax	5,292	16	0			
Alms Fund, etc.	2,196	4	4			
				11,497	4	7
Total net				£25,664	9	3

APPLICATION OF NET INCOME.

	£	s.	d.	£	s.	d.
(*a*) Dean and Canons				5,374	4	11
(*b*) Salaries and Wages:						
Vicars Choral (18)	3,629	16	7			
Organists, etc.	794	18	3			
Other officers	748	15	3			
Vergers, etc.	1,263	16	0			
				6,437	6	1
(*c*) Fabric and Precincts				4,416	16	9
(*d*) Grammar School						
(*e*) Choristers' School				4,802	18	0
(*f*) Maintenance of Services and other purposes				2,026	9	0
(*g*) Charitable Expenditure						
(*h*) Other substantial items:						
Rates, Repairs, etc., Amen Court				£1,383	11	2
Total payments				£24,441	5	11

Remarks.—Minor Canons (5) a Corporation—with own income of about £2,000.

WELLS.

(*Year ending March* 1921.)

REVENUE.

	£	*s.*	*d.*	£	*s.*	*d.*
Estates :						
Rents	223	11	10			
Repairs	24	18	9			
				198	13	1
Dividends and Interest	...		...			
Ecclesiastical Commissioners	...		...	3,937	10	0
Miscellaneous :						
Tax refund	1,005	8	10			
Fees, etc.	778	2	8			
				1,783	11	6
Total net				£5,919	14	7

APPLICATION OF NET INCOME.

	£	*s.*	*d.*	£	*s.*	*d.*
(*a*) Dean and Canons (4) and Chapter Clerk (£200 less tax)				3,016	16	0
(*b*) Salaries and Wages :	£	*s.*	*d.*			
Minor Canons (3)	200	0	0			
Lay Clerks (11)	300	0	0			
Organist, Surveyor, etc.	278	12	5			
Clerks and others	378	13	10			
				1,157	6	3
(*c*) Fabric and Precincts	...		...	322	17	8
(*d*) Grammar School	...		...	718	11	9
(*e*) Choristers' School	...		...			
(*f*) Maintenance of Services, etc.	...		...	713	15	1
(*g*) Charitable Expenditure	...		...			
(*h*) Other substantial items	...		...			
Total payments				£5,929	6	9

Remarks.—Minor Canons and Lay Vicars have further Income from own Estates in hands of Ecclesiastical Commissioners, about £63 per head in both cases.

WESTMINSTER.

(*Note.*—The figures in italics do not come into the Capitular Accounts.)

(*Year ending September* 1920.)

REVENUE.

	£ s. d.	£ s. d.
Estates :		
Dividends and Interest		
Ecclesiastical Commissioners	15,750 0 0	
Tax	4,725 0 0	
		11,025 0 0
Miscellaneous :		
Evening Services	396 6 6	
Tax refund	2,732 17 3	
		3,129 3 9
Total net		£14,154 3 9

APPLICATION OF NET INCOME.

	£ s. d.	£ s. d.
(*a*) Dean and Canons (5)		4,900 0 0
(*b*) Salaries and Wages :	£ s. d.	
Minor Canons (5)	1,680 11 9	
Organists, Choir, Lay Vicars and Librarian ...	2,824 14 9	
Other Officers	862 12 2	
Pensions	715 6 0	
Vergers	1,394 8 3	
Police, etc.	332 7 3	
		7,810 0 2
(*c*) Fabric and Precincts :		
Fabric		*5,186 6 0*
Precincts		234 7 1
(*d*) Grammar School		
(*e*) Choristers' School		2,697 13 2
(*f*) Maintenance of Services and other purposes		977 17 4
(*g*) Charitable Expenditure		287 9 9
(*h*) Other substantial items		
Total payments		£16,907 7 6

WINCHESTER.

(*Year ending September* 1921.)

REVENUE.

	£	*s.*	*d.*	£	*s.*	*d.*
Estates:						
Rents, Houses, etc.	547	13	0			
Tithe Rentcharge	15,846	16	7			
	16,394	9	7			
Outgoings	4,943	0	3			
				11,451	9	4
Dividends and Interest				1,327	5	6
Ecclesiastical Commissioners						
Miscellaneous				2,065	16	7
Total net				£14,844	11	5

APPLICATION OF NET INCOME.

	£	*s.*	*d.*	£	*s.*	*d.*
(*a*) Dean and Canons:						
Dean	1,704	2	2			
Canons (4)	5,251	17	3			
				6,955	19	5
(*b*) Salaries and Wages:						
Minor Canons (3)	727	18	9			
Organists	353	8	4			
Lay Vicars (9) and Pensions	1,185	7	6			
Choristers	923	3	2			
Chapter Clerk	274	14	0			
Vergers	489	16	2			
Others	497	6	1			
				4,451	14	0
(*c*) Fabric and Precincts				966	9	4
(*d*) Grammar School						
(*e*) Choristers' School						
(*f*) Maintenance of Services, etc.				762	1	2
(*g*) Charitable Expenditure				96	9	0
(*h*) Other substantial items:						
Augmentation of Livings	232	6	8			
Morley's College	160	11	7			
Repairs, Houses, Deanery, etc.	917	11	7			
Rates	341	10	6			
Repayment of Banker's Loan	210	13	6			
				1,862	13	10
Total payments				£15,095	6	9

ST. GEORGE'S, WINDSOR.

(Year ending September 1920.)

REVENUE.

	£	s.	d.
Estates:			
Dividends and Interest	3	16	4
Ecclesiastical Commissioners (net)	10,220	0	0
Miscellaneous	2,308	3	7
Total net	£12,531	19	11

APPLICATION OF NET INCOME.

	£	s.	d.	£	s.	d.
(*a*) Dean and Canons:						
Dean	1,430	0	0			
Canons (4)	2,980	2	7			
				4,410	2	7
(*b*) Salaries and Wages:						
Minor Canons (4)	752	3	8			
Organists	347	19	6			
Lay Clerks (12) and others	1,210	0	6			
Verger	97	11	0			
Sacrists	209	10	0			
Other servants	196	13	4			
				2,813	18	0
(*c*) Fabric and Precincts				1,229	18	9
(*d*) Grammar School						
(*e*) Choristers' School				1,093	17	7
(*f*) Maintenance of Services, etc.				1,134	3	9
(*g*) Charitable Grants				71	0	0
(*h*) Other substantial items:						
Military Knights under Order in Council	700	0	0			
,, ,, Antient Stipends	220	14	8			
Vicar of Windsor under Order in Council	511	11	6			
Rector of Holy Trinity under Order in Council	372	6	0			
Chapter Clerk under Order in Council	196	12	6			
Rates, tithes and taxes	399	8	0			
				2,400	12	8
Total payments				£13,153	13	4

Remarks.—Minor Canons have also own Trust Funds.

WORCESTER.

(Year ending September 1921.)

REVENUE.

	£	s.	d.	£	s.	d.
Estates:						
Rents	695	2	4			
Outgoings	410	2	5			
				284	19	11
Dividends and Interest	...		...	124	14	8
Ecclesiastical Commissioners	...		...	6,552	0	0
Miscellaneous:						
Tax refund	1,185	2	5			
Fees	529	18	3			
Sundries	284	15	11			
				1,999	16	7
Total net				£8,961	11	2

APPLICATION OF NET INCOME.

	£	s.	d.	£	s.	d.
(*a*) Dean and Canons (4), etc.				3,446	7	11
(*b*) Salaries and Wages:	£	s.	d.			
Minor Canons	178	12	10*			
Precentor	310	0	0			
Choir	1,271	14	2			
Other Officers	410	0	0			
				2,170	7	0
(*c*) Fabric and Precincts				850	5	5
(*d*) Grammar School				420	0	0
(*e*) Choristers' School				522	19	10
(*f*) Maintenance of Services, etc.				1,276	5	9
(*g*) Charitable Expenditure						
(*h*) Other substantial items:						
Repayment of Income Tax deducted				487	7	2
Total payments				£9,173	13	1

* Not a full year.

MEMORANDUM ON DEANS AND CHAPTERS

by the late Dr. Rashdall.
Dean of Carlisle

I.—*On the Utility of Deans and Chapters.*

Some time ago the Bishop of London elicited from the London Diocesan Conference a tremendous outburst of applause by the assertion that £70,000 was wasted upon Deans. The figure was a great deal too high. The Deans do not cost anything like that sum, even if we admit that the value of each and every Dean to the Church is represented by zero. But the applause which it excited seems to suggest that a large number of churchmen think that the Church has no use for any kind of clergyman except Bishops and clergymen engaged in parochial cures. His Lordship did not indicate whether he would have regarded Canons as equally useless; but it is difficult to see on what grounds he could have differentiated between them. It is probable that if a speaker at the Conference had suggested the abolition of Cathedrals and their services, the applause would have been replaced by a storm of disapproval. Yet it is obvious that, if Cathedral services are to be maintained, one clergyman at least must be attached to each Cathedral, and in that way it would appear that Canons might be more easily dispensed with than Deans. The question whether the present remuneration of Deans is or is not excessive is, of course, a question which should be kept quite distinct from the question of their existence. And for the most part the arguments which may be used for or against the existence of Canons will be the same as those which may be urged in the case of Deans. I venture therefore to submit a brief statement of the purposes which are served by the existence of Deans and Chapters.

The grounds on which it seems to be highly desirable to maintain the existing Cathedral staffs and gradually to create such staffs in new Dioceses are the following :—

(1) I assume that it is considered desirable that the Cathedral services must be maintained. Attendance at these services and preaching in the Cathedral on Sundays are the primary duty of both Deans and Canons; but of course it would be impossible to defend the existence of a Dean and four, five or six Canons in each Cathedral if this were their only or even their principal duty. The question at issue is whether it is or is not desirable that there should be in each Diocese a small body of clergymen exempted from ordinary parochial duties and set free to devote themselves to the general work of the Church in the Diocese or elsewhere. I can hardly imagine anyone deliberately maintaining the contrary. It is very desirable that congregations should occasionally hear the voice of some other clergyman than their own rector, and it is good for the clergy themselves, especially in rural districts, to receive such occasional visits from a brother clergyman. It is remarkable that you will sometimes hear the very people who denounce the Deans and Chapters cry out for the existence of a preaching Order. They do not seem to see that in the Deans and Canons we have already a body of clergy who on a large number of Sundays and week-days are free to preach anywhere in the Diocese or out of it. It would probably be found that most Canons do preach somewhere on most of the Sundays in which they are not in residence. But the diocesan work of the Deans and Chapters is not limited to actual preaching. There is a vast amount of work of the greatest value to the locality and to the Church ready to be done by any clergyman who has the time for it—conducting missions and possibly retreats, serving on diocesan and other committees, speaking at meetings of various Church societies, conducting the business of these societies, reading papers to clerical societies, assisting the studies of the clergy, lecturing and teaching of one kind and another. It would probably be found that a large part of the time even of Bishops is taken up in speaking or attending meetings or performing functions which are not essentially episcopal. And there is more work of the same kind to be done than the Bishops can do themselves. Deans and Canons are engaged in the same kind of work and have more leisure to do it. Many of our critics are in the habit of including in their projects of reform the provision of an adequate staff for each Bishop. They do not seem to see that in the Dean and Chapter the Bishop already has a general staff.

(2) Many of the duties indicated above are clearly duties which require the services of those who are more or less scholars and students. And even apart from any particular diocesan functions the Church requires a body of men who have more leisure for study and writing than can generally be secured by parochial clergymen except in quite small country parishes; and it is desirable that such scholars should be given positions of more influence and opportunities of being heard than they can occupy as pastors of small country parishes. It is important to remember that about half the whole number of residentiary Canons are Archdeacons, and it is probably better that an Archdeacon should hold a canonry than a parochial cure from which he must (if he is to perform his archidiaconal duties) be very frequently absent. A Dean and two Canons would not be too large a number of clergymen to be set free from ordinary parochial duties or duties of superintendence in order that they may devote a good deal of their time to study and to the performance of those duties which require study, though I do not suggest that all Deans and Canons (other than Archdeacons) should be men of this type. If the Deans and Chapters were abolished, learned clergymen would be found almost entirely in the Universities and perhaps the Theological Colleges. In Churches which have no Deans and Canons not burdened by parochial duties few scholars are to be found in the ranks of the clergy except in definitely educational posts. It is surely desirable that the results of the thought and study which go on in Universities and other places of education should be diffused throughout the Church, and especially among the clergy. To serve as a medium of such diffusion I regard as one of the main functions of Deans, and of Deans and Canons, especially of those Canons who are not engaged in the active work of the archidiaconate.

(3) Most of what I have been saying applies equally to Deans and to Canons.

Perhaps I may add one word as to the special functions of a Dean. While Canons do more work of a distinctly diocesan character at a distance from the Cathedral city than Deans, the Dean is expected to take

a larger part in the life of the Cathedral city than necessarily falls to the lot of any individual Canon. He is placed *ex officio* or otherwise upon many local committees—of hospitals, schools, and local societies. Sometimes he is a member of the local educational authority. In a large town where there is no Dean such work largely devolves upon the incumbent of the Mother Church. The work of the vicar of such a church as St. Mary's, Nottingham (apart from preaching in his church), would be found to be for the most part of a quite non-parochial character. It is work for the whole town. In Cathedral towns much of this work is naturally performed by the Dean; though, except in cases where he is also rector of a Cathedral parish or rural dean, he cannot claim to act as the head of the city clergy. If all the work is useless that is non-parochial, the condemnation falls upon men who occupy such positions (often with as large an income as a Dean) as much as upon Deans. If it is valuable, there is no case for the abolition of deaneries. I may add that Deans are members of Convocation and of the Church Assembly; and it is eminently desirable that those bodies should contain a few members who represent opinions and points of view which are not likely to commend themselves to a majority of a clerical constituency in any one district.

(4) Of course the ideal which I have suggested is one which is at present—like most ideals—imperfectly realised, but as the tradition still survives that Deans and Canons are indolent and useless persons (a tradition which probably accounts for the Bishop of London's attack and the cheers which it evoked), I should like to give my personal testimony as a matter of fact. Having lived in three Cathedral towns (not counting Oxford), and having had fair opportunities of knowing what goes on in others, I believe that, putting aside the case of men appointed very late in life or who have retained their offices into extreme old age, there are very few Deans or Canons whose time is not pretty fully employed in useful work for the Church of one kind or another. Here and there—too infrequently, in my judgment—you will find a Dean or a Canon who gives himself chiefly to study and writing, and this is work for the Church the importance of which it is difficult to overestimate. But, even if we put aside their work as students, I believe the standard of work among the Cathedral clergy is as high as it is in any other class of the clergy. If I may speak for a moment of my own experience, I may say that, although I have endeavoured to be a student, weeks and even months go by without my having any time for any serious reading or any writing beyond what is required for the various lectures which I have been asked to give or papers I have been asked to write. Deans of larger cities than Carlisle or more in request than I am lead still busier lives. An average Dean does as much work as an average parson: a Dean of Manchester or of Bristol is as hard-worked as an average Bishop.

II.—*On Certain Proposals for Reform.*

And here I should like to say a word about proposals for the reform of Deans and Chapters, which are somewhat popular at the present day.

(1) There are people who quite appreciate the importance of a diocesan staff, and who contend that if it is the function of Chapters to supply such a staff, each canonry should have assigned to it certain definite diocesan duties. One Canon should be the Missioner of the Diocese; another should be the chief inspector of schools in religious knowledge; another should be entrusted with the foreign missionary work of the Diocese; another should be Precentor of the Cathedral, and the supervisor of Church music throughout the Diocese, and so on. No doubt some of these functions may properly in certain cases be performed by Canons, but I should strongly deprecate the assignment of such functions to particular stalls. The duties in question are largely duties which can better be performed by younger men than Canons will usually be, and often men who do not possess the other qualifications which might be expected in a Canon. If the Bishop's choice in appointing to a vacant canonry were limited to men who combined the particular qualifications demanded by the particular piece of departmental work which was annexed to the stall with these other recommendations, you would probably very often not get the best man for the particular job or the best man for a canonry, while many men who ought to be Canons would not become Canons at all. The strongest case for such an annexation of functions to stalls is no doubt the case of the Canon Missioner; but even then it is probable that the best Missioner is often a comparatively young man, and that the work is of a kind which it is not desirable for a man to continue for the greater part of his life. It is, of course, quite open to a Bishop in offering a canonry to specify certain diocesan duties which he wishes him to undertake, and this is largely done; but the utility of a Canon consists precisely in this freedom from any large amount of routine duties; his justification consists in his being available for miscellaneous work. Which of the particular lines of work which are open to him he should undertake must to a large extent depend upon his particular capacities, interests, inclinations.

(2) Another popular scheme is that Bishops should be Deans of their own Cathedrals. This may be a convenient temporary plan when there is no endowment for the deanery, where the Cathedral is a parish church, and where the whole effective control over the Cathedral and its services remains with the incumbent of that church, even when there is a Chapter. But as a permanent arrangement, I submit, the arrangement is entirely on wrong lines. It is obvious that a Bishop has not the time to attend to the multiplicity of small details which the administration of any church—and especially of a Cathedral—necessarily involves. These must inevitably be settled by some resident official; and if there is to be such an official, there seems no reason why the working head of the most prominent church in the Diocese should be deprived of as much power and independence as belongs to the humblest vicar in the Diocese, and be reduced to the position of the Bishop's curate. I cannot but regard the project as an insidious attempt to increase episcopal autocracy and to extinguish all independence on the part of the clergy. One value of deaneries lies in the fact that here is a dignified office which is not in the gift of a Bishop, and the holder of which, though not exempt from the Bishop's legal jurisdiction, enjoys a position of relative independence. It is a curious commentary on the demand for more Bishops that some of the existing Bishops should be anxious to add to their functions duties which are already found sufficient to absorb the energies of one man.

(3) I have been assuming that it is as a general rule desirable that Canons should not hold parochial cures and should be normally resident during the greater part of the year. But I should deprecate an extension of the period of compulsory residence. Cathedrals and the cities in which they are situated have in the past derived great benefit from the three-months' residence of scholars who are also professors or teachers in one of the Universities, and who would often be unwilling to give up their academical positions for a canonry in a country town. Liddon, Lightfoot, Stubbs, Westcott, Creighton may be mentioned among those who have successfully combined Cathedral with academic work, not to mention other distinguished men whose canonries were annexed to professorships. If anything were done to lengthen the term of residence

required of Canons, an exception should be made in favour of one Canon in each Cathedral who should be allowed to be non-resident during the University term-time. Even in ordinary cases there would be no great gain in increasing the term of actual residence. A Canon, when not engaged on his three-months' term of duty at the Cathedral, should be free to stay away from his house as often as his work in the Diocese or outside it requires him to sleep elsewhere. I do not think the Diocese would necessarily lose if he has a second house elsewhere within the Diocese. In my own Cathedral, for instance, the late Canon Rawnsley, whose work was largely connected with the Education Committees and schools of the Diocese, could do his work as easily from his house at Grasmere as he could while resident in Carlisle. If anything is done to tighten the term of residence, the Bishop should retain a dispensing power.

III.—*Suggestions for Reform*

(1) The most urgently needed reform of a legal kind in the position of Cathedral bodies is a modernisation of their Statutes. In Cathedrals of the old foundation there is often great difficulty in determining which of several old bodies of Statutes or Customaries is still in force. In any case such Statutes, generally dating from the Middle Ages, are obviously, as regards the most important matters, quite inapplicable to the present state of affairs. The Cathedrals of the new foundation possess bodies of Statutes given by the Crown under Henry VIII or Queen Mary which are of undoubted legal authority. They too contemplate a quite different order of service from that which now exists, and are largely obsolete; and they cannot be changed except by Act of Parliament or a Measure of the Assembly sanctioned by Parliament. The reform that is called for might either be effected by giving the Dean and Chapter, with the consent of the Bishop, power to alter their own Statutes (which Cathedrals of the old foundation actually possess), or by a comprehensive Measure dealing with the Statutes of all Cathedrals. If the latter course were adopted, I would not suggest that the identical Statutes should be imposed upon all Cathedrals. The existing Statutes or customs should be taken as a basis in each case. There should be no attempt at a wooden uniformity; the Statutes of each Cathedral should be dealt with separately. Certain general principles might be laid down for all Cathedrals, but local circumstances, traditions, and even picturesque anomalies which do no harm should receive due consideration. One way of effecting this would be to imitate the procedure of the University Reform Act of 1877, and to provide that the Dean and one Canon should be members of the Commission while the Statutes of their own Cathedrals were being dealt with.

(2) In constituting new Statutes one main object should be to define—clearly but not too minutely—(*a*) the relation of the Dean and Chapter to the Bishop, and (*b*) of the Dean to the Canons.

(3) In the Statutes of Carlisle Cathedral it is provided that the Bishop is both Ordinary and Visitor, and he is given expressly the right of officiating at any service he pleases and of preaching at any time he pleases. He is, of course, everywhere Visitor, and in every Cathedral it should be made plain who is Ordinary. The Bishop should certainly be given the right to officiate and to preach at all times, with reasonable notice; and it might perhaps be provided that he should have the power of using the Cathedral at any time he pleases for any extraordinary service in which he personally takes part. This, of course, would not carry with it the right to require the attendance of the choir at unusual times without the consent of the Dean or of the Dean and Chapter, or to impose any expense upon the Cathedral body.

(4) The relation of the Dean personally to the Dean and Chapter should be defined. At present the provisions of different bodies of Statutes are very various, and often highly ambiguous and self-contradictory. In some cases, partly by favour of the Statutes, partly by custom, partly by personal usurpation, the Dean is almost an autocrat; in others he has very little power except as Chairman of the Chapter. There have been Deans who have destroyed portions of the fabric or inserted a new window or a new reredos without the consent of the Chapter; there are others whose position was well described by a new Dean who complained, "I thought I was going to be a rector with four curates. I find that I am a curate with four rectors." In some cases the Dean has more than one vote in Chapter; in others he has not even a casting vote. These matters should be cleared up and made fairly uniform in all Cathedrals. Differences of opinion will naturally arise as to how much power should be entrusted to the Dean. I should myself have no wish to make him an autocrat; but I should plead that it would be desirable that he should have complete power over the arrangement of services, as he has now under the Statutes of some Cathedrals. The arrangement of the services—especially of extraordinary services—involves a large number of small points on which a rapid decision is required. It is well that the Dean should be able to decide these points without having to consult the Chapter or being liable to have his conduct called in question if he ventures on deciding on some small change without doing so. He will, of course, do well to consult the Chapter or such Canons as are to be found at the moment in many cases in which he is not legally bound to do so. This right of arranging the services should include the right of inviting preachers (except as regards sermons assigned by Statute to the Canon in residence, a non-resident Prebendary, or some other member of the Cathedral body), the right of choosing the hymns or approving of hymns chosen by the Precentor, and the right of giving directions to the Minor Canons or other inferior members of the Cathedral body. A few larger questions should be reserved to the Chapter, *e. g.* the power of permanently altering the hours of the regular services. In all cases, of course, the power of the Dean will be limited by the necessity of going to the Chapter for any expenditure of money, or any interference with the fabric or ornaments of the church such as would require a faculty in the case of a parish church.

(5) Another subject requiring legislation is the position of the Minor Canons or Priest Vicars and the lay clerks. All separate corporations of Minor Canons or of lay clerks or both should obviously be abolished. This point is so clear and so generally agreed upon that it need not be argued. In some cases much money is wasted upon an unnecessary number of Minor Canons, and there are, I believe, cases where a Minor Canon receives as much or more than a Major Canon. I do not see the necessity for more than two Minor Canons or Priest Vicars. They should be encouraged to undertake other duties, but subject to the approval of the Dean or of the Dean and Chapter. All fancied rights not to undertake particular parts of the service or to be paid extra fees for preaching should be done away. It should be made plain that they may be called upon to perform any duties in connection with the services of the Church which may be required of them by the Dean. And some measures should be taken to ensure that they shall not retain their offices till an age at which their voices have failed. The lay clerks should be dismissible with reasonable notice; but some provision should be made for pensions after long service.

(6) The full choral daily mattins has been abolished in many Cathedrals on all or most week-days as a measure of economy. I venture to think that this change is very desirable in itself. I cannot see that any religious purpose is served by two choral services which would not be sufficiently served by one—at least if we put aside a very few Cathedrals such as St. Paul's or Manchester, where it may be possible to get a congregation (no doubt chiefly composed of sight-seers) even in the morning. I feel sure that attendance at so many and such long services cannot be good for either boys or men; and it ruins the education of the choir boys. Attendance at 10 a.m. at a service which lasts nearly an hour is a serious hindrance to the work or the studies of the Canons and other members of the Cathedral body who are bound or may think it their duty to attend them. Of course I assume that mattins will be *said* in every Cathedral probably at some earlier hour.

(7) The Commission will probably be invited to consider whether any economies can be effected in connection with Cathedrals. On the whole I would submit that not too much of the Church's money is now spent upon the Cathedrals, though in some cases slight economies might be effected without diminution of efficiency by reductions in the number or remuneration of Minor Canons, lay clerks, vergers and other officers of the Church. As to the salary of Deans, I will only say that if they are to retain their present houses, few Deans could live comfortably in their Deaneries without private means. The houses are, no doubt, often too big. In a few cases (I believe the Dean of York would say that York is one) an uninteresting modern Deanery might be got rid of with advantage; but in most cases the Deanery is close to, sometimes almost part of the Cathedral, and part of it is often very ancient. In these the Deanery could not well be a suitable residence for anybody but the Dean. It is just possible that there are a few cases in which the Deanery might with advantage be surrendered to the Bishop; but this suggestion raises the whole question of episcopal residences, which I do not propose to touch upon. The usefulness of a Dean depends a good deal on his possessing a house large enough to enable him to exercise a good deal of simple hospitality. And the saving which might be effected to the Church or to the particular Dean by alienating for some purely secular purpose an ancient historic house closely connected with the Cathedral would hardly be worth the sentimental loss. The preservation of ancient monuments is one of the duties which an established Church owes to the community. The same consideration applies to Canons' houses when they are really ancient and interesting; but this is much less frequently the case. As to the incomes of Canons, I would say that if there is to be no increase in the total amount spent on Cathedrals, and if there is to be a general standardisation of the incomes of the Cathedrals, such a standardisation must, of course, carry with it some reduction of the incomes of Canons in the richer Cathedrals. But I would venture to suggest that the Commission should aim at approximating as nearly as possible to the upper limit of the existing canonries, *i. e.* £1000 a year. It is sometimes suggested that, without any general redistribution of the Cathedral body, there should be a suppression of one canonry in each Cathedral. I do not think that four canonries in each Diocese is too many for a Diocese; but a reduction to three would be better than that any Canon should receive less than (say) £600 a year, or that the money available for the proper care of the fabric and conduct of the services should be insufficient.

(8) In some Cathedrals there is no distinction between the fund appropriated for the payment of the Dean and Canons and those available for other Cathedral purposes. They have to spend such sums as they think fit on the Cathedral, and then divide the rest among themselves—until a certain maximum is reached. This is a very awkward arrangement. Every time there is a question of pensioning a lay clerk or employing an additional cleaner for the Cathedral, the question arises for each Canon whether he is bound to reduce his own income or (if he can afford it himself) to vote for the reduction of his brother Canon's income. It may not be very easy to alter this in the case of Cathedrals which retain their own property, but the subject is worthy of serious consideration. I suggest that the Ecclesiastical Commissioners should guarantee a certain fixed income for the Dean and Canons, and a certain minimum for the care of the fabric and the maintenance of the services.

(9) It would be an advantage if the canonries now in the patronage of the Crown could be distributed among a larger number of Cathedrals. It will probably be found that the most distinguished men who have held canonries in recent times were appointed by the Crown; but there seems no reason why the Crown should appoint so many Canons in a few Cathedrals and none at all in others. And it is hard on the Bishops of these Dioceses to have no canonries or perhaps only one in their gift. It would be easy to exchange all but one of the canonries in Cathedrals wherein the Crown appoints to more than one canonry for canonries in other Cathedrals in which it appoints to none.

(10) It is sometimes suggested that the greater Chapter, *i. e.* the whole body of Prebendaries or Honorary Canons, with the Residentiaries should have some powers given them in connection with the Cathedral. On this I would remark that the division of authority in Cathedrals is already sufficient to make the smooth working of the institution difficult. To introduce another authority would lead to further confusion, and a body of twenty-eight to fifty persons is surely too large for dealing with the details of administration. It is suggested that an Honorary Canon should at least have the right of preaching in the Cathedral once a year —a right already possessed by Prebendaries in Cathedrals of the old foundation. It may be noted that the same persons who make this suggestion are in the habit of insisting that one of the functions of the Cathedrals is to provide preaching of a high order. It is obvious that the two suggestions are incompatible. A body of twenty-four or fifty of the older clergymen of a Diocese—usually including some of very advanced age, and not appointed primarily on account of their preaching capacity—cannot possibly reach any very high average of preaching power. It would be obviously natural that Honorary Canons or Prebendaries should occasionally be invited to preach, but it is undesirable that each of them should possess a statutory right of preaching every year.

H. Rashdall, D.D., F.B.A.
Dean of Carlisle.
1*st November*, 1922.

MEMORANDUM ON THE TWO MAIN TYPES OF ENGLISH CATHEDRALS

Each of the ancient Cathedrals in England has a distinctive character of its own, which has gradually been formed during the long centuries of its history. It cherishes its peculiar traditions; it follows a special line in the details of its organisation; it bears unmistakable marks of an independent development. No two of the Cathedrals are exactly alike in their actual administration. And yet on broad lines they fall into two clearly defined groups, which are commonly known as the Cathedrals of the Old Foundation and those of the New Foundation. The precise meaning of these terms will appear presently.

This feature of two different types of Cathedral Churches existing side by side is an exclusively English institution. And it has its origin far back in the past; for it is an inheritance from Anglo-Saxon times. Elsewhere throughout Western Europe only one type prevailed. The Cathedral Churches were served by communities of secular clergy; that is, clergy who were not attached to any of the great monastic orders within the Church. Cathedrals under the charge of monks, or regulars, were practically unknown.

When the Normans settled in England in the eleventh century, they found the dual system of Cathedrals firmly established here. Some were of the normal type, to which they were accustomed; but others were under the control of monks; the larger monastic churches were utilised as Diocesan Cathedrals. But though the latter plan was quite unfamiliar to the Normans, they did not interfere with it at all. As a matter of fact they extended it; for it supported their policy of making strong centres of Church as well as of State administration. At Durham, for instance, Bishop William of St. Carileph brought in Benedictine monks to supersede the former secular clergy in 1083. By the removal of Sees from villages to large towns monastic Cathedrals were founded: at Bath in 1088, at Norwich in 1091, and at Coventry in 1095. And subsequently new Dioceses received churches of the regulars as their Cathedrals: at Ely in 1109, and at Carlisle (Augustinian Canons) in 1133.

Serious difficulties, however, arose under this arrangement. Monks, bound primarily by allegiance to their Order, could not be depended on for loyalty to their Bishop. Moreover, while they formed the Cathedral Chapter, they were not appointed to that position by the Bishop. They were not Bishop's men.

At the end of the twelfth century this problem became acute. Sharp controversies had arisen between Archbishop Baldwin and the monks of Christ Church, Canterbury, and between Bishop Hugh de Nonant and the Priory of Coventry. Determined attempts were made to oust the monks from Coventry, and to substitute secular Canons. But the influence of the monks proved to be too strong, and after a bitter struggle they maintained their position. And no subsequent attempt was made, on any large scale, to extrude them from their Cathedral Churches. The status of the monastic Cathedrals was confirmed more securely than ever.

In these foundations the Conventual Prior was head of the Chapter by virtue of his office as head of the house; and the Chapter was composed solely of the monks (or, at Carlisle, of the Canons regular). The Chapter had no Cathedral Statutes; for its proceedings were governed by the Rules of its Order. It had practically no relationship to the Diocese at large, beyond the right of election of the Bishop, a privilege which these monastic Chapters strenuously asserted.

When the monasteries were suppressed in the sixteenth century those whose churches were Cathedrals suffered of course with the rest. But the special prerogative of their churches was preserved, and a new constitution was given to them. This was to some extent, though only in a very limited degree, modelled on the plan of the secular Cathedrals. The government of each such Cathedral Church was vested in a Dean and a small body of Canons Residentiary, varying in numbers from four to twelve, according to the prestige of the particular church. The Dean succeeded to the former dominant authority of the Conventual Prior. The Canons exercised a consultative rather than a co-ordinate power. No larger Chapter beyond the small roll of Residentiaries was ordained. There were no ties of association between the Cathedral clergy and the parishes in the Diocese.

Eight Cathedrals were thus remodelled; and five others were formed out of other suppressed monasteries, on the same pattern. For the latter codes of Statutes were drawn up, under which they are still administered. All these thirteen Cathedrals are called the Cathedrals of the New Foundation, in reference respectively to the recasting or to the original drafting of their constitution in the sixteenth century. The nine secular Cathedrals, on the other hand, whose constitution was left untouched in the sixteenth century—and in fact remains substantially unchanged to the present day—are entitled the Cathedrals of the Old Foundation.

In these Cathedrals of the Old Foundation some degree of modification was introduced at the end of the eleventh or in the first half of the twelfth century by a gradual adoption of the Norman standard of organisation. Under this scheme the Chapter was a large community, each member of which was endowed with a separate prebend, while all shared in the "Communa," or Commons Fund, for the maintenance of the Prebendaries, or Canons, when in residence. The general government of the Cathedral Church was entrusted to an inner Chapter of Residentiaries. There were four principal officers, with specified duties attached to their several offices—the Dean, Precentor, Chancellor and Treasurer. And with them were associated certain selected members of the General Chapter, as Canons Residentiary. The number of these, which varied from time to time, was regulated by the resources of the Cathedral Church and the residentiary houses available in the Close.

By the Cathedrals Act of 1840 the number of Residentiaries has been strictly limited. But the General Chapter, which includes all the Prebendaries as constituent members of the Cathedral Body proper, has a real part in the work of the Cathedral. Each Prebendary has a stall assigned to him in the choir; and is called up to preach in his turn. The whole body is summoned for the election of a Bishop. It elects in some instances, when necessary, the Proctor of the Cathedral Body in the Lower House of Convocation. It also elects other representatives of the Dean and Chapter, such as Assessors under the Clergy Discipline Act (1892), or a Commissioner under the Pluralities Acts Amendment Act (1885). In some cases it had the right of electing the Dean, until 1840; though under a *congé d'élire* since the beginning of the seventeenth century. And in one Cathedral, at any rate, the appointment of any principal officer of the Dean and Chapter, such as the Chapter Clerk, is still subject to confirmation by the General Chapter.

The General Chapter before the end of the twelfth century held the right of making Statutes for the ordering and well governing of the Cathedral, with the assent and consent of the Bishop: a right which has continued to be exercised from time to time in some Cathedrals ever since.

The Prebendal system in its full vigour was an asset of real value to the Diocese. A prebend (*praebenda*), which originally signified the daily ration or provision (provender is a base form of the word) allotted to the members of a religious community, from the ninth century onwards denoted a special endowment appropriated to the support of each individual Canon; or even, it might be, of some particular fund connected with the Church, such as the Commons Fund or the Fabric Fund. The personal holder of a prebend was called a Prebendary. A prebend might consist either of a parochial benefice or of isolated parcels of land: sometimes it was bursarial, that is to say, a stipend paid out of the common purse. At Exeter, for instance, all the prebends were of this latter kind. In the case of a benefice with cure of souls, the Prebendary, if he did not serve it himself, was bound to provide a parochial vicar. The earlier Cathedral Statutes laid down that the spiritual care of the prebendal parishes rests primarily on the Dean and Chapter as a whole; and therefore the Dean was enjoined to visit them on behalf of the whole Chapter every three years. The capitular muniments contain many detailed reports of such visitations. Here then was a society of selected clergy, intimately associated with the central church, and at the same time in close touch with parochial cures scattered throughout the Diocese.

The Prebendaries were also bound to contribute to the stipends of the Vicars Choral, who sang the services in the Cathedral; and each Prebendary who made this payment had the right of nomination of a Vicar, subject to a certificate of the candidate's musical capacity from the Sub-chanter and the other Vicars. But the Prebendary did not find the whole emolument of the Vicar. That was provided mainly from a common fund; and in many of the Cathedrals the Vicars Choral were incorporated in an independent College, or Chapter, of their own: as at Lichfield in the thirteenth century, at Wells in 1348, at Hereford in 1396, and at Salisbury in 1409. Nor were the Vicars Choral substitutes for the Prebendaries, to relieve them from their duties in church; any more than a lay clerk is a substitute for a Canon in a Cathedral of the New Foundation. A Vicar, for example, could not take the place in the choir of an absent Canon.

For seven centuries this Prebendal system continued, except under the interregnum of the Commonwealth in the seventeenth century. In the eighteenth century it was somewhat confused by special enactments conferring two or more prebends on one and the same holder after the fashion of that time, when the primary consideration was pecuniary advantage rather than responsibility for duty. Then came the ill-informed Cathedrals Act of 1840. All prebends were disendowed, and the benefices attached to them were swept into the net of episcopal patronage. It is said that when the Bill was under discussion in Parliament the proposal to continue the prebends as honorary offices, though their endowments were abolished, was greeted with derision. Nevertheless it was carried: and the experience of the loyalty of the modern clergy to opportunity of service apart from remuneration paved the way for the Act of 1852, by which honorary canonries were founded in connection with the Cathedrals of the New Foundation. But unfortunately that connection is of the slightest. They bear no comparison with the (honorary) prebends of the other type of Cathedral. An Honorary Canon, it is true, is formally installed in the Cathedral; but there his association with it ceases. He has no stall, no place in the Chapter, no vote, no preaching turn (of right). Still the jejune title is prized. The office, if it were duly incorporated in the life and work of the Cathedral, would be still more highly valued, and it would be of practical value to the Diocese.

It is not infrequently urged that a Cathedral Chapter is intended to be a sort of standing Council to assist the Bishop in his work. But this idea is due to misapprehension. It arises through reading into the settled Cathedral system the primitive conditions of the Anglo-Saxon Dioceses in their missionary stage twelve or thirteen hundred years ago, when the Bishop gathered a special staff of qualified clergy around him at his central church. But since the Norman Conquest, if not from a considerably earlier date, it has certainly not been so. The Chapter of a monastic Cathedral obviously can never have formed a suitable Council for a Bishop in matters diocesan. And with regard to the secular Cathedrals, the Bishops themselves cut the Cathedral clergy adrift from their control by assigning to them separate endowments out of the Church property in their hands. Individual members of a Chapter may, and do, act as counsellors to a Bishop. But the Chapter, as a body, is not specially qualified to act as a representative Council of the Diocese. A Diocesan Council in these days is drawn from very different elements.

What then is the proper function of a Cathedral, whether of the Old or of the New Foundation? What are the activities of the Deans and the Canons of Cathedrals?

Most essentially a Cathedral is the centre of worship in the Diocese; it is the diocesan Church, and therefore it is at once the expression and the bond of the spiritual unity of the whole community. For the Diocese is the autonomous unit of Church administration. As in each parish the church is the focus of the religious life of the parishioners; and as in large parishes, where there are subsidiary churches in outlying districts, the parish church is still the rallying point on all important occasions; and as again, when a great town has sprung up, the original parish church of the place holds a peculiar prerogative as the recognised centre for any religious service which affects the whole borough, such as Public Thanksgivings or Commemorations: so the Cathedral is the central church of the Diocese. It voices the worship of the whole organisation from day to day throughout the year. In it are held all special services which represent the corporate life of the Diocese, or diocesan societies in particular. There is the Bishop's cathedra, or official seat, which he occupies as the spiritual head of the Diocese. From it the Diocese and the Bishop derive their distinctive title.

The primary obligation that rests continually on a Cathedral is the regular maintenance of prayer and praise, every day, at the sacred heart of the Diocese. The music must always be of the best, requiring the ministry of trained musicians. As a matter of history, the development of English Music has been bound up with the musical services of our Cathedrals.

To the Cathedral are attached, as its controlling officers, men of power and prominence in the Church; that their influence may radiate out to all the Diocese. Their first duty is to the Cathedral itself. When that is fulfilled (but not till then) there are opportunities to be found in many directions for notable service in the Diocese at large. And the Deans and the Canons, as a rule, have not been found wanting in devotion of themselves to these various ministries. It is, however, a futile project to attach to one particular canonry any special diocesan duty. For personality and individual gifts must be taken into account. And the first consideration, which ought to weigh most in an appointment to a stall, is the service of the Cathedral which provides the stipend of the holder of that stall.

In the forefront of the influence which Cathedral clergy can bring to bear on the Diocese, is the pursuit

and the promotion of theological study and other learning. The Commissioners of 1854 could record (First Report) that "almost all the best writers of the Church of England have been connected with her Cathedrals." There never was a greater need for helping and encouraging the studies of the parochial clergy, than there is at the present time. Certainly there never was before so ready a response on their part to any sympathetic offers of assistance of this kind. But the helper must be a student himself. And for such work a Cathedral office supplies perhaps the best of all opportunities.

Again, there is the ministry of preaching; in which with their comparative (but only comparative) leisure the Cathedral clergy can render invaluable support to hard-pressed parish priests; as indeed they have been accustomed to do.

There is, moreover, work that they do of many kinds for various diocesan organisations, for central societies, for larger movements, and so forth.

A Cathedral Dean and Chapter have their own proper work to carry out, and it demands close attention if it is to be done rightly and effectively. A Cathedral is a complicated institution. It requires a full co-operation of all the governing body, and especially an unremitting care on the part of the Dean as the controlling head. The interests and the activities involved are manifold. The deanery and the canonries, properly worked, are far from being sinecures. But beyond their special duties the Dean and the Canons have intimate relations with the Diocese at large, which they gladly and generously cherish; regarding always the Cathedral as the Central Diocesan Church.

Recommendations.

In view of the special history and resulting position of *the Cathedrals of the Old Foundation*, we make the following recommendations, which are of general application and would need to be supplemented by special treatment in particular instances.

1. In order to promote musical efficiency in Divine Worship we are of opinion that Corporations of Priest Vicars and Lay Vicars should consist only of those who are actually engaged in the service of the choir, and that no Priest Vicar or Lay Vicar should be entitled to retain his position as a member of the College of Vicars when he ceases to be capable of an adequate performance of his duties.

We therefore recommend that the power of removing from the College a Priest Vicar or Lay Vicar on the ground of musical inefficiency, no less than on the ground of serious misconduct, should be vested in the Dean and Chapter: Provided (1) that an appeal be allowed in case of the loss of musical ability to a special commission of musical experts, and in case of misconduct to the Bishop; (2) that a pension be secured to a Vicar thus removed on the former ground, after a reasonable period of service, such pension to vary according to length of service, but to be not less than one-third and not more than one-half of his official stipend.

We are confident that a reform of this kind will promote the efficiency of the musical services, and will be found in practice to remove many of the difficulties which arise in the relations between the College of Vicars and the Dean and Chapter.

We further recommend under this head that the rule by which both Priest Vicars and Lay Vicars must attend all such services and rehearsals as the Dean and Chapter may require them to attend, a rule which already holds in some Cathedrals, be extended to all.

We do not desire to see the ancient privileges of these Corporations abolished, but we are painfully aware that in certain instances their practical efficiency is notoriously hindered by present conditions. The financial position of some of them is so low as to involve serious hardship and to make it difficult to obtain new members of sufficient voice and skill; and in many instances the Dean and Chapter are unable to provide an adequate remedy.

2. With a view to facilitating internal reforms we recommend that the right of making new Statutes with the assent of the Bishop (so that they be not contrary to the laws of the realm), which is at present recognised and acted upon in several Cathedrals of the Old Foundation, be recognised and expressly confirmed, where necessary, for all such Cathedrals.

3. With a view to the efficiency of the Cathedral system we consider it of great importance that each Canon should have a residential house in the precincts.

4. Although we have no experience of any friction in such matters, we desire to express our view that the Bishop of the Diocese should have the right of preaching, ordaining or confirming in his Cathedral Church whenever he may desire to do so, provided that he gives due notice of his intention.

J. Armitage Robinson, *Dean of Wells.*
H. E. Savage, *Dean of Lichfield.*
Andrew E. Burn, *Dean of Salisbury.*

August, 1921.

NOTES ON THE STATUTES OF THE NEW FOUNDATIONS

[*This paper was prepared by the Dean of Gloucester at the request of the Deans at their meeting in* 1922, *and was presented at their meeting held in York in* 1923.]

I. THE HENRICIAN STATUTES

[*Arabic numerals in the text refer to the numbers of the Statutes, but these vary slightly in the printed texts.*]

Origin of the Henrician Statutes.

There are thirteen Cathedrals of the New Foundation of Henry VIII, and these fall into two groups: (*a*) The eight Conventual Cathedrals—Canterbury, Winchester, Durham, Ely, Norwich, Rochester, Worcester, and Carlisle; (*b*) The five newly erected Cathedrals—Chester, Gloucester, Bristol, Peterborough, and Oxford. To each one of the thirteen was delivered a Charter (letters patent) of Foundation at some time in 1541 or 1542. These documents promised, in every single case, a series of "Ordinances, Rules, and Statutes to be made specified and declared in a certain Indenture." Accordingly, Heath, then Bishop of Worcester, Day, Bishop of Chichester, and Dr. Coxe, Archdeacon of Ely, drew up a body of Statutes which seem to have been delivered to each one of the thirteen Cathedrals with, perhaps, the exception of Oxford and Norwich. These Statutes were identical in outline, but contained local variations more or less considerable. They were sent to the various Chapters in the Southern Province during the months of June and July 1544, and to Carlisle in June 1545. The date of the Durham Henrician Statutes has not yet been ascertained.

Their present force considered.

The Henrician Statutes still bind (save in so far as modified by subsequent Royal Act or Legislation) the six Chapters of Bristol, Carlisle, Chester, Gloucester, Peterborough, and Rochester. Let us first see how they affect the inter-relation of Bishop, Dean, Canons, Minor Canons, and inferior officers of these six Foundations.

(1) Relation of the Bishop.

The Charter of Foundation made the Bishop in every case an integral part of the Cathedral constitution which was to consist of "one Bishop, one Dean, and [various] Prebendaries." Generally speaking, the Charter gave him nothing that he has not in the Old Foundations. It is notorious that whatever authority the Old Foundation constitution gave to the Bishop over the Cathedral, in practice it amounted to very little, and this owing to the Bishops' *laissez-faire*. In the New Foundation Cathedrals, whatever the Charter allowed to him, the Statutes, which are the vital matter, defined and limited. The Charter granted him "full jurisdiction, power, and authority, ordinary and episcopal, within the Cathedral." This the Statutes define to be purely the right of visitation which is regulated in the final Statute. As Bishop he institutes the Dean and Canons. His power to preach and celebrate varies in different Cathedrals. In Bristol, Chester, Gloucester, Rochester, he has no power to preach or celebrate.† At Peterborough and at Carlisle he can preach and officiate at will.

(2) Position of the Dean.

The Dean is not merely a titular head or chairman of the College: he is its Governor. Consequently he takes an Oath *Gubernare*, 2, (*a*) As regards the *personnel*, the Canons have to obey him and show him reverence, as have the inferior ministers, 8. It is the Dean's office to preserve what the Statutes call *Morum integritas*; and in this connexion he has not only a general oversight, but it is his duty to discipline the Canons and the staff, and to see that they fulfil their office, 3, 34. Consequently it is for him to allow or to refuse absences in the case of Minor Canons, lay clerks, choristers, and other officers, 21. (*b*) As regards the services the Dean is Ordinary. They are his care, 3.* Whilst the Canons are to preach at intervals, the Dean is responsible for seeing that the ministry of preaching is performed, and is himself bound to preach on certain days, 12. (*c*) The Dean has certain special beneficiary obligations such as the oversight of the education of boys, the distribution of alms, and the care of the poor, 3. Hospitality and generosity are charges which he shares with the Canons, though his own obligation is the heavier. (*d*) In connexion with the property of the Foundation the Dean † has a general oversight of all the Church estates, and is bound to inspect them regularly, 4. He has a power of veto on all important matters which the context defines to be questions of the management of property, 3. He can not in this particular connexion act without the advice of the Chapter, 5. On all matters outside the services, Dean and Chapter have to consult together, 15. (2) The Dean has a special charge over the movable goods of the Church, though it is provided that he will appoint deputies for the care of them, and will have them all inventoried, 3. (3) He has the oversight of the alms. (4) As regards the fabric proper the Statutes of 1544 are strangely silent. It may have been supposed by the Commissioners who made the Statutes that the Monarch would undertake the restoration of the Church when needed; but of this there is no evidence. It is the Treasurer's duty to repair the roofs of the Church, 18, and the houses of residence, though the Dean will still have a general supervision by the very terms of his appointment, 2, 3, 8.

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* *Curet* (*i.e.*, let him provide) *ut divina officia cum decore celebrentur, ut conciones praescriptis diebus habeantur*, 3.

† Save as contemplated in Canons 24 and 31 of 1604.

(3) The Canons.

(1) Appointment: The Charter of Foundation in 1541–2 reserved the appointment of Dean and Canons to the Crown. The Canons are instituted by the Bishop. (2) Spiritual Duties. In the original Statutes they are to reside constantly. It is contemplated that they will attend daily service, 14. Their specific duties are not fully laid down. They are to perform the divine offices on days named, 3, and they are to preach at least four sermons each during the year. (3) As regards discipline, the Canons have no authority to correct. That is the Dean's duty. They have merely the modified right of reprimand, 15, and must be consenting parties in any case of expulsion, 34. (4) In connexion with matters non-spiritual it must be remembered that a Canon is also Praebendarius. As a Prebendary he has to deal with matters of estate, fabric, and finance. On all these concerns the Dean and Prebendaries have to confer together, 15. To carry out their resolutions they appoint officers, the Vicedean who acts with full authority when the Dean is absent. the Treasurer, whose duties are set out in a special Statute, 18, and the Receiver, whose office is similarly described, 17. (5) Appointments, including presentation to benefices,* are to be made by the Dean and Canons, with very few exceptions. The exceptions are the vergers and the so-called inferior officers—butler, cook, and under-cook.

(4) Minor Canons, etc.

The Minor Canons are appointed by the Dean, or, in his absence, by the Vicedean, and Chapter. An appeal to the Primate from Gloucester in 1755 defined this to mean that the appointment is shared by the Chapter, not only in the case of Minor Canons, but in that of lay clerks and Subsacrists. Petty cases of discipline concerning Minor Canons, clerks, and other ministers, and poor men, are in the hands of the Dean, 34. He associates with himself the Chapter in case of fines imposed upon the lay-clerks, 21. Expulsion of Minor Canons, of lay clerks, and other ministers, is inflicted by Dean and Chapter, 34. Chorister-boys are probably included in the word *ministri*.

(5) Organist.

The Organist or Master of the Choristers is appointed by Dean and Chapter, 24. He can be removed for negligence, 24, and this, as being one of the *ministri*, by Dean and Chapter, 34.

Obsolete Statutes.

All the Statutes of Henry VIII are still in force in the six Cathedrals under consideration, save in so far as their provisions have been affected by later legislation. It would be wise for each Cathedral to inspect its Chapter Acts and to discover instances in which the Statutes have been interpreted under the terms of the final Statute, or in which metropolitical or episcopal visitations have modified them in any respect. Apart from this, it is clear that legislation has introduced certain alterations. The Uniformity Acts, for instance, have altered the services of 1544. Deacon and subdeacon, it may be presumed, have disappeared in like manner. Prebendal houses now come under ecclesiastical dilapidations. The Acts of Parliament which were the outcome of the early Victorian Ecclesiastical Commission have introduced considerable changes in the number of Canons and Minor Canons and the tenure of benefices, and have settled the vexed question of residence. The Ecclesiastical Commission has altered the whole financial arrangement as regards estates, stipends, and accounts. Then again, modern conditions and tastes have affected the use of livery as prescribed by Statute, and have revolutionized the regulations as regards the Grammar School, the position of the Organist, the treasury arrangements, the terms of leases, perhaps the imposition of fines, 14, 21. The Common Table was always, apparently, a difficulty; it was virtually abandoned before the Civil War, and actually, we think, after the Restoration. The returning Canons under Charles II found considerable difficulties in fulfilling the literal obligations of the Statutes.

II. THE SIX SUBSEQUENT REVISIONS

Circumstances of Revision.

By some carelessness the Henrician Statutes were not issued *per indenturas* as the Charter of Foundation, in each case, provided; nor were the Commissioners duly appointed by letters patent. Accordingly, criticism was freely passed upon the Statutes from their first promulgation in 1544–5. New Statutes were issued for Durham under a Special Act of Parliament in 1555. Under Elizabeth, a general revision of Cathedral Statutes was undertaken by Parker in 1572; but this effort came to nothing, though the draft exists to-day. The Henrician Statutes were frequently confirmed by episcopal and metropolitical visitations in Elizabeth's reign. Passing over all details, and naming only such codes as are still in force, Durham alone received a revised series in the sixteenth century. In the reign of James I the Norwich Statutes were revised, and in large part re-written, in 1620; and were duly authorized in that year by James I. Under similar authority Canterbury received a revision from Archbishop Laud in 1636, and Winchester in 1637. Finally in 1666 Ely and Worcester were granted revised Statutes by Charles II. Leaving Oxford out of account, since it professes to have no Statutes at all, six of the New Foundation Cathedrals are governed by Statutes later than the reign of Henry VIII. It remains to see the effect of the six sets of revised Statutes (Durham, Norwich, Canterbury, Winchester, Ely, and Worcester) on the special matters selected above in the first section of this paper. It may be said, in general, that the whole *raison d'être* of the New Statutes, in each case, was to introduce minor changes which experience had proved to be desirable; and to adapt or abolish institutions, like the Common Table, which were not workable. The revisions were very largely conservative in other respects, and it is true to fact to say that no change of principle was introduced by the revisers in regard to the special points before us.

(1) The Bishop's Authority.

The Bishop's authority is practically unaltered. It is still visitatorial. Durham has a special Statute assigning all possible pre-eminence to him, and prescribing his power of superseding the ordinary officiant

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* The actual presentation is made by the Dean *cum consensu capituli*, 5.

of the day, 1. Norwich has a somewhat similar section, 40, and gives him preaching turns on Christmas Day, Easter Day, and Whit Sunday, but gives him no power to celebrate, 17. Both at Durham and Norwich the visitatorial powers are fully set out. Canterbury, Winchester, Ely, and Worcester do not vary as regards the Bishop from the six Henrician codes. Five of the revisions (Durham, Canterbury, Winchester, Carlisle, and Norwich) make him the interpreter of the Statutes, Ely leaving that office to the Archbishop. Canterbury, Winchester, and Worcester, in a preface peculiar to these Foundations, lay great stress on the Bishop's visitatorial care of the Cathedral.

(2) The Dean's Position.

Charles I told the Chapter of Winchester that the New Statutes would make no change in the Dean's position, and that he was to retain the authority given by Henry VIII.* This is true of all the revisions, which, whilst they made the consent of the Chapter, in certain minor particulars, more specific, increase rather than diminish the powers of the Dean.† Thus Durham introduces a profession of obedience from the Canons, and this example is followed in subsequent revisions (Canterbury, Winchester, and Worcester), except Norwich and Ely only. A full form of installation is introduced at Durham, 2, and is followed at Canterbury, Winchester, and Worcester. At Norwich the Dean has special powers as regards appointing, correcting, and removing the officers of the Church, 4. The Dean's preaching turn on Corpus Christi Day is transferred to Whit Sunday, but at Norwich his preaching days are Low Sunday and Trinity Sunday, 17. Norwich has a special rota of preachers under the supervision of the Bishop. At Winchester alone the Dean has a special charge over the graves and monuments of the Cathedral, as also over the Library, 4.‡ At Norwich he has special days for reading prayers, 16. At Canterbury and Winchester, provision is made for the admonition and correction of a peccant Dean, 37, 35.

(3) The Canons.

There is some little alteration in the revision as regards the Canons. In the Henrician Statutes they are appointed by the Crown. At Durham and Winchester the patronage was transferred to the Bishop. At Durham and elsewhere they are to preach in the Diocese. At Norwich they preach in Lent, 17; and elsewhere four times a year at least. Special stalls are assigned them at Canterbury, 13, followed by Winchester and Worcester. Official reserve concerning the secrets of Chapter is laid upon them at Durham, 12, and in other revisions. At Norwich the days on which the Canons specially officiate are fixed with some minuteness, 16. Elsewhere the general provision of the Henrician Statutes seems to be maintained. Offending Canons, however, are no longer left to the sole judgment of the Dean, in the first instance, but to the Dean and Chapter with an eventual reference to the Bishop at Canterbury, 37, and Winchester, 35.

(4) Minor Canons and other Ministri.

In the revisions Norwich stands by itself, giving to the Dean the appointment of all the ministri, *i.e.*, Minor Canons, lay clerks, organist, choristers, but allowing him to call in the opinion of other Minor Canons and lay clerks. At Ely the ambiguous form of appointment in the Henrician Statute is preserved. At Canterbury, Winchester, and Worcester, Dean and Chapter appoint. The correction of all these ministers, in all six places, belongs first of all to the Dean, and in graver cases expulsion is inflicted by Dean and Chapter.

(5) Inferior Officers.

Some of the inferior officers, viz., butler, cook, and under-cook, begin to disappear in the revisions at Canterbury, 30, and Winchester, 28. At Ely and Worcester, after the Restoration, they disappear entirely, along with the Common Table. The appointment and correction of the rest, viz., bedesmen, vergers, porters, remain as they were under the Henrician Statutes.

The Act of Queen Anne.

The revised Statutes for the six Cathedrals concerned, and the Henrician Statutes for the other six where there has been no revision, received full legislative sanction for their respective Foundations by the Act of Anne (6 Ann., c. 21) which enacted that, owing to doubts as to the validity and force of the Statutes of divers Cathedrals and Collegiate Churches founded by Henry VIII, "Such Statutes as have been usually received and practised in the Governance of the same since the Restoration of Charles II . . . shall be taken to be the Statutes of the said Churches respectively," so far as they are in accordance with the laws of the land. Accordingly (1) the Statutes of Henry VIII for Bristol, Carlisle, Chester, Gloucester, Peterborough, and Rochester, (2) the revisions of 1555, 1620, 1636, 1637, and 1666 for Durham, Norwich, Canterbury, Winchester, Ely, and Worcester are all still in force as a code, save as affected by later legislation.§

W. H. HUTTON, *Dean of Winchester.*

HENRY GEE, *Dean of Gloucester.*

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* Winchester Cathedral Documents, ii. xv.

† *Ibid.*, ii. 31.

‡ The full Winchester context runs as follows: *Curabit etiam Decanus ut divina officia secundum statuta haec nostra cum omni reverentia et decore celebrentur, ut conciones praescriptis diebus habeantur, ut eleemosunae pauperibus distribuantur, ut Ecclesia nullatenus profanetur vel sordescat, ut monumenta et mortuorum sepulchra a violatione conserventur, et si quae de novo ponenda sunt ut modeste et decenter fiant, et ut chori partes, quae olim non nisi nobilibus et praelatis patuerunt, hominum inferiorum occludantur sepulturae.*

§ See above under *Obsolete Statutes*, p. 248.

3. ARCHDEACONS.

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1. Blank form of Return 252

COMMITTEE ON THE PROPERTY AND FINANCES OF THE CHURCH

Secretary :—Aubrey T. Lawrence (Address for Return) 1, Essex Court, Temple, E.C.4.

Return to be obtained from

(*a*) An Archdeacon in respect of Fees received by himself or his Official or Commissary.

(*b*) An Archdeacon's Registrar in respect of Fees received by himself and any other Officer attached to his Registry.

of the amount of Fees and other Payments received during the years 1912, 1914, 1916, 1918, 1920 (each Year separately) under the following heads :—

1. Inductions.

2. Visitations.

Note.—If no fees have been received under any head, please insert the word "*nil.*"

Diocese..... Archdeaconry.....

Year	Head :—	
	1	2
1912		
1914		
1916		
1918		
1920		

General Questions :

1. Do you desire to make any remarks on the effect of war and post-war conditions?

2. Have you any other remarks to make?

Signed.....

Date..... Office.....

4. PAROCHIAL CLERGY.

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1. Blank Form of Return as issued by the Ecclesiastical Commissioners 254
2. Memorandum on the Mode of Computation of the Annual Value of a Benefice, by Mr. S. E. Downing 262
3. Incumbents' Returns: Income and Population; Tabulation by Dioceses (with Explanatory Note) 273
4. Incumbents' Returns: Parsonage Houses; Tabulation by Dioceses (with Explanatory Note) 352

File No.....

ECCLESIASTICAL COMMISSIONERS FOR ENGLAND.

ECCLESIASTICAL REVENUES AND PATRONAGE INQUIRY

INCUMBENT'S RETURN RELATING TO HIS BENEFICE.

Name of Benefice :

County : Diocese :

Population { (*a*) at 1911 Census : (*b*) at present : Area :

Patron :

Name of present Incumbent :

Date of his Birth :

Date of his appointment to this Benefice :

Does the present Incumbent hold any other Benefice or office of emolument in the Church ? If so, what ?

PART I.—HOUSE OF RESIDENCE.

1. Is there a House of Residence for the Incumbent belonging to the Benefice ?.....

2. If so, (*a*) what is the area occupied by the House of Residence, outbuildings, garden and grounds rated together therewith ? (Acres, roods and perches, or square yards).....

(*b*) what is the rateable value of the House of Residence, outbuildings, garden and grounds rated together therewith ?

£.....*s*.....*d.* per annum.

3. What are the annual outgoings of the Incumbent in respect of the House, outbuildings, garden and grounds under the following heads ? :—

(i) Local Rates for year 1920 ... ..., £.....

(ii) Land Tax (if any)—*not Income or Property Tax*—for year 1920 £.....

(iii) Ground Rent or Chief Rent (if any) ... ... £.....

(iv) Any other fixed charge (specifying nature thereof)

(v) Average over the last 10 years (or over as long a period as possible) of the amount of the annual expenditure by Incumbent on repairs, including repairs done in accordance with Reports of the Diocesan Surveyor as well as other repairs, but *excluding* any decorations or improvements } Annual expenditure £..... on average of ..... years

(vi) Annual Fire Insurance Premium ... ... £.....

Please state (*a*) amount for which the premises are insured ... £.....

(*b*) name of the Insurance Office.....

(*c*) whether the insurance is in the joint names of the Incumbent and Queen Anne's Bounty in accordance with Sec. 55 of the Ecclesiastical Dilapidations Act, 1871.....

4. Is the House of Residence occupied by the Incumbent ?.....

5. If the House of Residence is not occupied by the Incumbent, is it let?.....

   At what annual rent? £.....per annum.....

   Is the tenant liable for repairs and insurance?.....

   Is the tenant liable for any other of the outgoings mentioned under (3) above? If so, for which?

6. Is the House of Residence suitable for the residence of the Incumbent? If not, in what respect is it unsuitable?

7. What is the accommodation of the House of Residence? (*number of living rooms, bed rooms, etc.*) and what are the outbuildings belonging to the house?

In all particulars given in reply to the questions which follow as to sources of income of the Benefice, the Incumbent is requested to observe that the gross amounts should be stated *before* payment or deduction of Income Tax or Property Tax.

Part II.—Permanent Endowments of the Benefice.

1. Is there any Manor belonging to the Benefice?.....

   If so, please state (i) the name of the Manor.....

   (ii) whether the copyhold grants are made for terms of lives or are copyholds of inheritance;

   (iii) if for lives, the date of the last occasion of a renewal.....

   (iv) what is the annual amount of quit rents receivable? £.....

   (v) what other profits accrue to the Incumbent and the average annual value thereof?

2. Are there any mines or minerals (including stone, gravel, sand, flints, etc.) belonging to the Benefice now leased or being worked? If so, please state the nature thereof and the annual receipts therefrom:

3. What is the extent of the whole of the lands, houses, cottages and buildings belonging to the Benefice (*excluding the Residence House of the Incumbent and the outbuildings, gardens and grounds rated together therewith*)?

   Acreage of Land—

   Number of Houses or Cottages—

   Farm buildings on the land—

4. Are any of these lands, houses, cottages or buildings unlet?
   If so, please give the following particulars:—

Lands, etc., Unlet (*not including Parsonage House*).

Description of Property (land, house, cottage, etc.)	Parish where situate.	Acreage of land.	Rateable value in 1920.

5. Please give particulars, in respect of these lands unlet, of any workings of the nature set out in Question 9 below (in relation to lands let).

6. Please give particulars (according to holdings) of lands, houses, cottages and buildings let *otherwise than on ground rents*, as follows :—

LANDS, ETC., LET (*otherwise than on Ground Rents and not including Parsonage House*).

Description of Holding (land, house, cottage or building).	Parish where situate.	Name of Tenant.	Nature of Tenancy (whether yearly or otherwise).	Acreage of Holding.	Annual Rent in 1920 (gross).

Woodlands should be so described.

In the case of "Allotments" the whole area and other particulars may be given in one entry under "Allotments," without names of tenants.

7. Are there any receipts of the Incumbent from shooting, sporting, fishing, etc., rents? If so, please state (i) annual amount—
(ii) from what the rent arises—

8. Are there any properties belonging to the Benefice let upon ground rents?
If so, please state the following particulars of such properties :—

Parish where situate.	Approximate Acreage.	Number of Separate Leases.	Aggregate Amount of Ground Rents (gross) per Annum.

9. Please state the outgoings in respect of lands, houses, cottages and buildings let (*including* ground rents but excluding the Parsonage House) under the following heads :—

(i) Land Tax (if any)—*not Income or property Tax*—for year 1920 £.....

(ii) Tithe Rentcharge payable by Incumbent, commuted amount £.....

(iii) Quit Rent, Chief Rent, or other fixed charges ... ... £.....

(iv) Rates (if any) paid by Incumbent in 1920 ... ... £.....

(v) Average over last 10 years (or over as long a period as possible) of the amount of the annual expenditure by Incumbent on repairs, including repairs done in accordance with Reports of the Diocesan Surveyor, as well as other repairs, but *excluding* any decorations or improvements } Annual expenditure £..... on average of ..... years

(vi) Annual cost of collection ... ... £.....

(vii) Annual Fire Insurance Premium ... ... £.....

Please state (*a*) buildings insured

(*b*) amount for which insured

(*c*) name of the Insurance Office

(*d*) whether the insurance is in the joint names of the Incumbent and Queen Anne's Bounty in accordance with Sec. 55 of the Ecclesiastical Dilapidations Act, 1871

10. What is the commuted amount of the tithe rentcharge (if any) belonging to the Benefice?

Are there any moduses or compositions in addition to this tithe rentcharge? If so, please state the Annual Amount.

Are there any payments for or in lieu of extraordinary tithe rentcharge? If so, please state the Annual Amount.

11. What is the amount of the Corn Rents (if any) belonging to the Benefice?

At what intervals are the Corn Rents subject to revision?

In what year did the last revision take place?

Are the Corn Rents exempted from rates by the Act creating them?

12. Please state the outgoings in respect of tithe rentcharge or Corn Rents under the following heads:—

(i) Land Tax (if any)—*not Income or Property Tax*—for 1920 ... £.....

(ii) Any fixed charge thereon payable by Incumbent ... ... £.....

(iii) Full rates assessed thereon in 1920 ... ... £.....

Amount paid by Incumbent in respect of rates in 1920 ... £.....

(iv) Cost of Collection ... ... £.....

(v) Is the Incumbent liable for the repair of the Chancel of any Church?

If so, please state (*a*) of what Church?

(*b*) average annual cost of repair of Chancel ... ... £.....

(*c*) average annual cost of insurance of Chancel ... ... £.....

(*d*) amount insured ... ... £.....

(*e*) name of Insurance Office

(*f*) Whether the insurance is in the joint names of the Incumbent and Queen Anne's Bounty in accordance with Sec. 55 of the Ecclesiastical Dilapidations Act, 1871.

13. Does the Incumbent receive any income from property held by Charitable Trustees?

If so, (i) what is the name of the Charity?

(ii) what was the income received by the Incumbent from this source in each of the years:—

1918 ... ... £.....

1919 ... ... £.....

1920 ... ... £.....

14. Is the Incumbent entitled to any rentcharge (*not being tithe rentcharge or Corn Rent*), stipend or annual payment from the Impropriator, or from any landowner, or the Incumbent of another Benefice?

If so, please state the annual amount receivable and by whom it is payable—

15. Please give particulars of Invested Funds belonging to the Benefice (*except any funds held for the provision or improvement of the Parsonage House*) in the following form :—

Names of Trustees.	Description of Stock.	Nominal Amount of Stock.			Annual Income therefrom (gross).		
		£	*s.*	*d.*	£	*s.*	*d.*
Ecclesiastical Commissioners							
Queen Anne's Bounty . .							
Paymaster General Royal Courts of Justice . . .							
Other Trustees, viz. :—							

16. Please give particulars of permanent annual payments (*other than income stated under* (15) *above*) towards stipend of Incumbent made by :—

Ecclesiastical Commissioners—

Queen Anne's Bounty—

17. Are there any funds held for the provision of a Parsonage House or for the improvement of the Parsonage House?

If so, please state what are the funds and by whom they are held—

Part III.—Income not Arising from Endowments.

1. Please state the amount of income of the Incumbent from Surplice and other fees for the undermentioned years :—

1918 ... ... £.....

1919 ... ... £.....

1920 ... ... £.....

2. Please state the amount of income of the Incumbent from Pew Rents (if any) for the undermentioned years :—

Year.	Gross Pew Rents.	Cost of Collection.	Net Pew Rents.
	£	£	£
1918			
1919			
1920			

3. Please state the amount of income of the Incumbent from Easter Offerings for the undermentioned years :—

1918 ... ... £.....

1919 ... ... £.....

1920 ... ... £.....

1921 ... ... £.....

4. Is the income of the Incumbent supplemented by collections in church, free-will offerings, or other form of organised voluntary contributions?

If so, please state the nature of these contributions and the amounts for the undermentioned years :—

Nature of Voluntary Offerings.	Amount 1918.	Amount 1919.	Amount 1920.
	£	£	£
Collections in Church			
Free-will Offerings			
Raised by Parochial Church Council			
Parochial Guarantee			

5. Please state the amounts of any voluntary payments, gifts or grants of a *temporary* character received by the Incumbent from the undermentioned sources :—

Source of Payment.	Year 1918.	Year 1919.	Year 1920.
	£	£	£
Patron			
Ecclesiastical Commissioners' Special Grant on ground of Economic Conditions . .			
Queen Victoria Clergy Fund			
Diocesan Board			

6. Is the Incumbent's liability in respect of dilapidations met wholly or in part by any other body or persons?

If so, please state what annual or other grants towards discharging this liability are receivable from or are made by :—

Queen Anne's Bounty

Diocesan Board

Parochial Church Council or Churchwardens

Patron

or Others

Part IV.—Outgoings in Respect of the Benefice as a Whole.

1. Are there any permanent annual outgoings in respect of the Benefice other than those affecting the Parsonage House and particular endowments which have already been stated?

If so, please state the amount and nature thereof, *e.g.*,

Tenths.

Synodals.

Charge in favour of another Benefice, giving name of such other Benefice.

Other permanent outgoings, if any.

2. Are there any terminable charges on the Benefice?

If so, please state the nature and amounts thereof, *e.g.* :—

Pension to retired Incumbent ... ... £.....

Interest and annual instalment of principal in respect of Mortgage to Queen Anne's Bounty or other person under Gilberts Acts or the Ecclesiastical Dilapidations Acts ... ... £.....

Outstanding term of any such Mortgage—Last instalment due.....19.....

Annual payment in respect of Loan by Lands Improvement Co. £.....

Outstanding term of any such Charge—Last instalment due.....19.....

Other such outgoings, if any.

Part V.—Provision for Assistant Curates.

1. Is any Assistant Curate ordinarily employed, or more than one?

If so, please state number of Curates employed.

Amounts of respective annual stipends.

Sources from which such stipends are derived, *e. g.* : Ecclesiastical Commissioners, Central Curates' Societies, Diocesan Funds, Parochial Subscriptions, Income of Benefice and the Amounts from each source.

2. Is there any endowment for a Curate or Curates?

If so, please state the amount of the endowment and by whom it is held.

3. Is there any Readership or Lectureship in the Parish Church of the Benefice?

If so, (i) who is the Patron thereof?

(ii) what is the annual value of the endowment thereof?

(iii) by whom is it held?

Part VI.—Patronage.

Is the Incumbent, in right of his Benefice, Patron of any other Benefice, Readership, Lectureship, Chaplaincy, or other Ecclesiastical office?

If so, please state the name of such Benefice, etc.

Part VII.—As to the Parish and Church or Churches.

1. What is the accommodation in the Parish Church?

2. Is there more than one consecrated Church in the Parish? If so, please give names of additional consecrated Church or Churches, accommodation and distance from the Parish Church.

3. Are there any unconsecrated places in which services are held? If so, please give particulars as in the case of additional consecrated Churches.

4. Is any adjustment of boundaries between this and neighbouring Parishes desirable? If so, please state briefly what adjustment and number of population affected.

5. Is the union of this Benefice with any neighbouring Benefice desirable? If so, with what neighbouring Benefice?

I do hereby declare that I have, to the best of my judgment, information and belief, in the foregoing answers given a full and true account of all matters and things enquired of.

Dated this day of , 1921.

(Signature).....

MEMORANDUM.

On the mode of computation of the Annual Value of a Benefice.

There are several statutes which, for general or particular purposes, give directions as to the mode of determination of the "annual value" or "net annual value" of a benefice: sometimes by merely prescribing an authority which shall certify such value (without giving that authority directions as to the basis of computation) and sometimes by laying down a rule as to the outgoings which shall be taken into account and, less frequently, as to some of the sources of income which shall be included.

References to or extracts from the principal statutes of this nature are set out in the appendix* to this memorandum and these are followed by a "popular" definition of annual value, from which will be seen how large a scope there is for difference in the method of computation.

The statutory definition of most general application is that of 13 and 14 Vic., Ch. 98, Sec. 4 (that being taken to be the revised edition of the definition of 1 and 2 Vic., Ch. 106, Sec. 8, and applicable in the ascertainment of annual value for all the purposes of the Pluralities Act, 1838, as well as for other purposes to which it has been made applicable).

It is worth while to trace the origin of this definition. It will be found, quite clearly, to be built up from the method of computation of annual value acted upon by the Ecclesiastical Revenues Commissioners of 1832. That method was (see their report of 1835, pp. ix & x), as follows:—

(1) Pew rents included in income, but not mere voluntary payments, collections or contributions which may be withdrawn at pleasure.

(2) Deductions from *gross* to arrive at *net*.

Poor rates on land and tithes
Repairs to farms and lands
Repairs of Chancels
} *as affecting the sources of income and not connected with its enjoyment and expenditure.*

Land Tax.
Expenses of collecting rents or compositions.
Payments for labour when tithes are taken in kind.
Tenths.
Synodals.
Procurations.
Visitation Fees.

(3) No deductions for rates on glebe house or offices.
" " " repairs of " " "

Casual outgoings—*e.g.* subscriptions to draining and embanking, as distinct from *regular* outlay for same purposes, *not* deducted.

Mortgages and temporary charges—stated (but not as a deduction from income).
Curates' Stipends " " " " "

It will be seen that this is practically identical with the definition of annual value contained in 13 and 14 Vic., Ch. 98, Sec. 4, which, when analysed, is as follows:—

"Annual value" is "gross amount of the annual value" after *deducting*—

all
(*a*) Taxes.
(*b*) Rates.
(*c*) Tenths.
(*d*) Dues.
(*e*) *Permanent* charges and outgoings.

* See page 269.

But not deducting or allowing for—

Stipend of any curate.

"Tenant's" or "Occupier's" { Taxes or Rates } in respect of house of residence or glebe belonging thereto.

Moneys expended in repair or improvement of house of residence and appurtenant buildings and premises.

In this, as in all other statutory definitions of annual value of a benefice, it will be noticed that there is a careful avoidance of any directions as to the emoluments that are to be brought into account in making up the "*gross* yearly income"; but there seems to be only one way of interpreting that phrase in relation to a benefice and that is to include therein all the emoluments derived by the incumbent from his office and enjoyed by him by virtue of that office and, if these are not all annual, then they must be reduced to yearly income by taking an average of years.

Strictly such emoluments would include the benefit of the right to occupy the residence house (and for income tax purposes, for instance, the value of the house is taken into account in assessing the incumbent's income from the emoluments of his office), but the express exclusion (by the definition) of outgoings in respect of the parsonage house suggests that the value of the house was not intended to be included in "gross yearly income" and in the application of the definition, in fact it never is taken into account.

Expanding that portion of the definition which describes the outgoings to be deducted from the "gross amount of the annual value" of a benefice to arrive at the "annual value" (otherwise *net* annual value), *the following deductions* appear to comprise all those which *must be taken into account*:—

1. **In respect of the parsonage house** and the outbuildings, lands or other appurtenances of the parsonage house, the only allowable deduction is for Land Tax (which is not a tenant's or occupier's tax), unless there happen to be such outgoings as quit or chief rent, or even tithe rentcharge, as there may be in some cases depending on tenure or title.

2. **In respect of other endowments, emoluments or income** of the benefice, the *allowable deductions* are classified in accordance with the definition—

   (*a*) for Taxes.—Land Tax payable by incumbent on lands and houses (let or in hand) and on tithe rentcharge.

   (*b*) for Rates.—Parochial and other rates (including *e.g.* drainage rates) assessed upon lands, houses, tithe rentcharge and other rateable hereditaments, to the extent only that such rates are payable by the incumbent (and not including rates or portions of rates payable by tenants, nor the share of rates on tithe rentcharge payable by the Inland Revenue).

   (*c*) for Tenths.—The tenths actually payable by the incumbent.

   (*d*) for Dues.—Procurations and Synodals, if payable by incumbent.

   (*e*) for Permanent charges and outgoings—

   Chief or quit rents on lands.

   Tithe rentcharge on lands, if any payable to another incumbent or impropriator.

   Permanent charges in favour of another benefice.

   Repairs—average cost annually incurred by incumbent for repairs to houses, buildings, fences, etc., on glebe (*not including parsonage house and appurtenances*) and to Chancel, if incumbent liable.

   Fire insurance of same houses, buildings, etc.

   Agency—reasonable cost actually incurred for collection of rents, tithe rentcharge, etc.

3. The following deductions are *not allowable*:—

   (*a*) Rates on land "in hand"—if the income therefrom has been estimated at the "rateable value," because that is the value assessed on the basis of tenant paying the rates.

(*b*) Terminable charges for repayments of loans to Queen Anne's Bounty or others, *e.g.* Lands Improvement Companies.

When loan contracted for improvements to parsonage house the allowance is ruled out by the prohibition in the section of any allowance for "moneys expended in repair or improvement of the house of residence."

When the loan, whether to Queen Anne's Bounty, or a Lands Improvement Company, or any other has been contracted for building upon or improving the glebe, any allowance in respect thereof (though it might not be unreasonable) appears not to be provided for by the section, the charge not being a "permanent charge or outgoing."

(*c*) Rates on parsonage house and appurtenances (being an "occupier's" liability).

(*d*) Cost of repairs or improvements to parsonage house or appurtenances (expressly disallowed).

(*e*) Contributions to curates' stipends (expressly disallowed).

(*f*) Pensions to retired incumbent (not being a permanent outgoing and not coming under any other heading of deduction allowed by the section).

4. The definition might be thought to be ambiguous as to the deduction of "Income Tax or Property Tax." This is an "owner's" tax in some senses at any rate, but the personal nature of this tax (which is a tax on aggregate personal income, however derived, and varying in amount with personal circumstances quite independent of the property in respect of which it is assessed and of the benefice) excludes it from consideration in computing the annual value of a benefice.

Inhabited House Duty (which would be payable in respect of the parsonage house) is also a personal burden and must be excluded from consideration in computing the annual value of a benefice.

The definition of the Act of 1850 (being the same as that of 1838) has been shewn to be that constructed for their own guidance by the Ecclesiastical Revenues Commissioners and it was in accordance with this definition that the valuation of the revenues of benefices compiled by those Commissioners was made. It was this "valuation" that the Ecclesiastical Commissioners, by Sec. 77 of the Act 3 and 4 Vic., Ch. 113, were directed from time to time to revise, and any such revised valuation was to be evidence of the value of every benefice therein mentioned for all the purposes of the Ecclesiastical Commissioners' Acts (which would include the purpose of augmenting benefices).

The Ecclesiastical Commissioners have never revised this valuation as a whole, but piecemeal they have been constantly revising it by ascertaining afresh for the purposes of augmentation the annual values of benefices individually or in classes.

In such ascertainments they have followed the definition of annual value set out in the Act of 1850.

This fact has influenced the form of the return which the Commissioners are now obtaining from incumbents of benefices, which is designed to obtain information on (*inter alia*) all matters necessary to compute the annual values of the benefices in accordance with the definition of the Act of 1850.

The Incumbent's return will afford the following information :—

I. As to parsonage house.

Whether or no there is a house of residence.
Whether house is occupied by incumbent or let.
If let, the rent receivable.
Whether let or not let, the rateable value of house and appurtenant grounds.
Whether there is any fund for provision or improvement of a parsonage house.

II. As to annual value of benefice.

The income of the benefice from each of the several sources from which it is derived and the outgoings (if any) in respect of the income from each source, and further, the outgoings which are charges on the benefice as a whole and not merely on a particular item of income.

The items of income and outgoings may be arranged in the form of an Account, as follows :—

BENEFICE :—

Sources of Income and Gross Annual Amount.		£	s.	d.	Annual Outgoings in respect thereof.		£	s.	d.
1	Lands, houses, etc., unlet—rateable value, 1920				1	Land Tax, 1920			
2	Manorial receipts (average per annum)				2	T.R.C. (if any) payable by incumbent, 1920			
3	Mines and minerals—Receipts in 1920 (if receivable by incumbent for personal use and not to be capitalised)				3	Quit rent or fixed charge ...			
4	Lands, houses, etc., let (otherwise than on ground rents)—gross rents (including shooting and sporting rents) for 1920 ...				4 & 5	Rates (if any) paid by incumbent in 1920 (except rates on land occupied by incumbent) ...			
5	Ground rents, 1920					Average annual cost of repairs			
						Cost of collection			
						Fire Insurance Premium ...			
6	Tithe rentcharge				6	Land Tax, 1920			
7	Modus				7	Any fixed charge			
8	Corn rents				& 8	Rates paid by incumbent, 1920 ...			
						Full rates, 1920, £.....			
						Cost of collection			
						Chancel repairs (if incumbent liable), average cost			
						Fire Insurance Premium on Chancel (if incumbent liable)			
9	Extraordinary T.R.C., 1920 ...				9	*Nil*			
10	Payment from Trustees of Charity				10	*Nil*			
11	Rentcharge, or other fixed annual payment				11	*Nil*			
12	Dividends on invested funds and interest on capital ...				12	*Nil*			
13	Annual payment by E.C. ...				13	*Nil*			
14	Annual payment by Q.A.B. ...				14	*Nil*			
15	Fees (3 years' average)				15	*Nil*			
16	Pew rents (ditto)				16	Cost of collection			
17	Easter offerings (ditto)				17	*Nil*			
18	Collections, Freewill Offerings, Guarantee of P.C.C., etc. ...				18	*Nil*			
						Outgoings not attributable to specific sources of income—			
						Tenths			
	Total Gross Income ...					Synodals, Procurations, etc.			
	Deduct Total Outgoings ...					Charge for another benefice			
						Other outgoings (if any) ...			
	Net Annual Value ...					Total Outgoings ...			

The Incumbent's return will further give particulars of—

(*i*) Receipts from temporary sources, *e.g.* voluntary gifts and grants for the year from Patron, Church Societies, Diocesan Boards, etc.

(*ii*) Outgoings of a terminable character, *e.g.* pension to retired incumbent, mortgage payments, lands improvement charges.

(*iii*) Payments by incumbent for or towards the stipend of a curate.

The return will *not* show the Income Tax or Property Tax paid or payable by the incumbent.

If it is desired to compile from this information a statement of the " net annual value " of each benefice, computed in accordance with a fixed method designed to shew not the mere momentary income of the incumbent from the benefice, but what income the benefice will, according to a reasonable expectation, continue to afford to its incumbent *communibus annis*, it is necessary to determine—

(1) **As to receipts.**

(*a*) Whether all the sources of income shewn in the tabular statement are to be included in the computation, or whether any are to be left out of account.

(*b*) Whether any of the receipts from temporary sources are to be included.

(*c*) How the annual value of the income from each source is to be calculated.

and (2) **As to outgoings.**

(*a*) Whether all the outgoings indicated in the tabular statement are to be deducted.

(*b*) Whether any of the temporary or terminable outgoings are to be taken into account.

(*c*) Whether any other outgoings are to be taken into account—in particular payments by the incumbent towards curates' stipends and outgoings (rates, repairs, etc.) in respect of the parsonage house.

(*d*) How the annual charge in respect of each item of the outgoings is to be calculated.

It is assumed that there is no question that the personal burden which the incumbent has to bear in respect of Income Tax or Property Tax cannot be taken into account in the computation of the net annual value of the benefice.

I would suggest that the definition of "annual value" contained in the Pluralities Act, 1850, Sec. 4, as above explained and for the reasons which appear in the earlier part of this memorandum, be followed by the Commission on Church Property and Finance.

Taking that definition as the guide, the most convenient way of dealing with the several questions propounded above is probably to go through the several items on the receipts and outgoings sides of the tabular statement *seriatim*.

First as to **receipts.**

(*a*) There can be no question that all the sources of income numbered 1 to 14 (inclusive), being endowments in the fullest sense, must be included in the gross annual amount. I suggest that the remaining four sources, viz.:

15 Fees
16 Pew rents
17 Easter offerings
18 Collections in church, Freewill Offerings, amounts raised by the Parochial Church Council and other forms of organised voluntary contributions,

are also all properly to be included in the gross annual amount. The source about which there is the greatest difference of opinions is probably the Easter offerings, although these are divided by a very thin partition from collections in church, Freewill Offerings, etc. The Ecclesiastical Commissioners have, on more than one occasion in recent years, had to consider the question of inclusion of Easter offerings in the annual value of a benefice and have on each occasion come to the conclusion that they must continue so to include them. If it were of any use, I would furnish a copy of a memorandum prepared by me for the Ecclesiastical Commissioners on one of such occasions of their consideration of this point and giving what appeared to me to be the answering considerations to the arguments generally put forward against the inclusion in "annual value" of these voluntary sources of income (and particularly Easter offerings), but the general grounds upon which it seems to me that they are properly to be included are (1) that they undoubtedly produce income for the incumbent and he receives such income in respect of his office; (2) that Easter offerings and all such voluntary contributions are established with the definite purpose of supplementing income which the incumbent derives from the endowments of his benefice; (3) that they are established with a view to continuance; and (4) that they are all organised means of making voluntary provision by the people for their pastors in pursuance of what the people are taught to accept as their duty.

(*b*) It seems equally clear that the receipts from "temporary" sources, such as are above mentioned, should *not* be included in the "gross annual amount": receipts of this character have not been included by the Commissioners in their computations of the incomes of benefices for the purposes of augmentation schemes.

(*c*) As to how the annual value of the income from these respective sources is to be calculated I suggest that—

1. Lands, houses, etc., in hand—the rateable value for 1920 is the only annual value that can be adopted.
2. Manorial receipts—the annual average furnished by the incumbent in his return is the only annual value that can be adopted.
3. Mines and minerals } the rentals or receipts for 1920 are the only
4. Lands, houses let, etc. } annual values to be adopted.
5. Ground rents—the actual rents secured must be taken.
6. Tithe rentcharge—this might be taken at the par value (£100), or at the value current until 1926 (£109 3*s.* 11*d.*), or at some estimate of the perpetual annuity equivalent to the varying rentcharge, as is done for the purposes of redemption under the Act of 1918. This "perpetual annuity" was determined by the Ministry of Agriculture to be for redemptions in the current year £118 for every £100 of tithe rentcharge.

   I suggest that the par value (£100) be taken. The Ecclesiastical Commissioners at present take this value in computing incomes for purposes of augmentation.
7. Modus—this is a fixed perpetual annuity.
8. Corn rents—the only value available is the current annual value.
9. Extraordinary tithe rentcharge—the only value that can be taken is the amount payable in 1920.
10. Payment from Trustees of Charity—this, if not a fixed annual payment, may be a fixed share or residue (after other payments) of the revenues of the Charity. The only value possible to be taken is the amount received in 1920, unless the incumbent volunteers some explanation, which shews that this is practically certain to be increased or diminished in immediately coming years—in which case the estimate of the future might be taken.
11. Rentcharge or other fixed payment
12. Dividends on investments } the fixed amounts
13. Annual payment by Ecclesiastical Commissioners } must be taken.
14. „ „ „ Queen Anne's Bounty
15. Fees
16. Pew rents } the average of the last 3 years
17. Easter offerings } to be taken.
18. Collections, Freewill Offerings, etc.

Secondly as to **outgoings.**

Land Tax—the amount for 1920 must be taken.

Tithe rentcharge—the amount payable in 1920 must be taken (as the rent for 1920 of the land out of which this issues is being taken).

Quit rent or fixed charge—the fixed amount must be taken.

Cost of repairs—to glebe, buildings or chancel—the average given by the incumbent in his return of the cost over a period of years must be taken—after examination.

Cost of collection—the percentage amount or payment returned by the incumbent must be taken, if not *primâ facie* excessive.

Fire insurance premium—the amount stated by incumbent must be taken.

Rates (i) on land or buildings—the amount paid by the incumbent in 1920 must be taken. No deduction for rates on land "in hand"—the value of which is taken to be the "rateable" value for 1920.

(ii) on t.r.c. or corn rents—the deduction must be based on the rates for 1920. There are then three possible amounts to be taken—

(1) the *full* rates assessed;

(2) the *half* rates that would be payable but for the Ecclesiastical T.R.C. (Rates) Act of 1920;

(3) the reduced rates actually paid by the incumbent in 1920 (which may be *nil* by virtue of the Act of 1920).

The reduction of liability to half rates has been in force since 1899 and the concession, although only made by an Act annually continued in force, is independent of any of the temporary grounds upon which the concessions of the Act of 1920 were made.

The concessions of 1920 definitely come to an end in 1926.

The deduction to be made should be the *half rates* as if the Act of 1920 had not been passed.

From this account I think that it will appear that the principal questions to be settled are—

1. Is the definition of annual value in the Act of 1850 to be followed?
2. Is Income Tax (or Property Tax) to be neglected?
3. Are Pew rents, Easter offerings and receipts from collections, Freewill Offerings, etc., to be included as part of gross income as suggested?

   If so, whether on the basis of a three years' average as suggested.
4. Are receipts from casual or temporary sources, *e.g.* gift of Patron, grant for the year from Diocesan Fund or Church Society, etc., to be omitted from the computation of income as suggested?
5. Are outgoings of a temporary or terminable character, *e.g.* pensions, mortgage charges, etc., to be neglected in the computation of income as suggested?
6. Are payments in respect of curates' stipends to be neglected in the computation as suggested?
7. At what figure is tithe rentcharge as a source of income to be valued?
8. On what basis is the outgoing in respect of rates on t.r.c. to be calculated?

The necessity of determining these various factors in the computation of the incomes of the benefices indicates that the figure arrived at in each case is not one that can necessarily be taken as the income for all purposes, but it should represent the income which the incumbent may reasonably expect to continue to receive from the benefice, apart from disturbing circumstances which may affect any year or short series of years.

S. E. Downing.

Ecclesiastical Commission,
1, Millbank,
Westminster, S.W. 1.

1*st Nov.*, 1921.

APPENDIX.*

Statutory Provisions as to Determination of the Annual Values of Benefices.

1 and 2 Wm. IV., Ch. 45, Sec. 16.

(The powers of augmentation given by the Act are not to be exercised) "so as to augment in value any benefice whatsoever which at the time . . . shall exceed in *clear annual value* the sum of * £300 or so as to raise the clear annual value of any benefice to any further amount than such sum of £350 or £300 not taking account of surplice fees."

Sic in Statute *sed quaere* * £350 intended.

Sec. 17.

(For ascertaining for the purposes of this Act the clear yearly value of any benefice . . .) "it shall be lawful for the archbishop or bishop of the diocese . . . to cause such clear yearly value to be determined and ascertained by any 2 persons whom he shall appoint for that purpose . . . and a certificate of such clear yearly value . . . signed by such persons shall for all the purposes of this Act be conclusive evidence of such clear yearly value as aforesaid."

Statutory Provisions as to Determination of the Annual Values of Benefices by the Ecclesiastical Commissioners.

1. By Sec. 77 of 3 and 4 Vic., Ch. 113, the Ecclesiastical Commissioners are directed from time to time to revise the valuation of (*inter alia*) benefices made by the 1832 Commission: revised valuation to be printed by His Majesty's printer and to be taken as evidence of value for the purposes of the Commissioners' Acts of 1836 and 1840.

2. The Act 5 and 6 Vic., Ch. 79 (Sec. II. and Schedule) imposes stamp duties on Collations, Donations, Presentations and Institutions to Ecclesiastical Dignities, Benefices and Promotions graduated in amount in accordance with the "net yearly value" of the Dignity or Benefice and provides for—

> "The value of such Benefice, Dignity or Promotion in any and every of the cases aforesaid to be ascertained *by the Certificate of the Ecclesiastical Commissioners for England:* provided always that two or more Benefices episcopally or permanently united shall be deemed one Benefice only."

These duties were amended from time to time (*e.g.* 33 and 34 Vic., Ch. 97) and finally repealed by 40 Vic., Ch. 13, Sec. 13—

> The Act 33 and 34 Vic., Ch. 97, Sec. 37 directed that "the net yearly value of an Ecclesiastical Benefice, Dignity or Promotion or of a perpetual Curacy in England, whether the emoluments thereof consist of money or of produce or partly of money and partly of produce, is to be ascertained and determined by the Certificate of the Ecclesiastical Commissioners for England to be written on the instrument charged with duty."

3. Under the Table of Ecclesiastical Fees published in the London Gazette of 9th October, 1908, the Ecclesiastical Commissioners are given the duty of fixing the annual values of benefices for the purpose of assessing (and the duty of assessing) the fees payable by incumbents to Bishops' Secretaries and others on institution, induction, etc. The annual value is to be ascertained in accordance with the statutory definition of annual value contained in the Pluralities Acts 1838 and 1850.

* To the Memorandum by Mr. S. E. Downing which precedes.

Statutory Definitions of "Annual Value" of a Benefice.

(1) The Pluralities Act 1838, 1 and 2 Vic., Ch. 106, Sec. VIII. (with a view to the issue of the certificate of (*inter alia*) the annual value of a benefice for the grant of a licence or dispensation for holding in plurality) enacts—

That in estimating the annual value of any benefice for the purpose of any such certificate as aforesaid it shall be lawful for the Archbishop or Bishop by whom such certificate shall be made, and every such Archbishop and Bishop is hereby directed, to deduct from the gross amount of the yearly income arising from such benefice all taxes, rates, tenths, dues and other permanent charges and outgoings to which such benefice shall be subject, but not to deduct or allow for any stipend or stipends to any stipendiary curate or curates, nor for such taxes or rates in respect of the house of residence of any benefice or of the glebe land belonging thereto as are usually paid by tenants or occupiers, nor for monies expended in the repair or improvement of the house of residence and buildings and fences belonging thereto.

(Since repealed by S.L.R.A. (No. 2) 1874, see below).

By Sec. X of the same the Act annual value of all benefices for all other purposes of the said Act is to be the net annual value estimated as in Sec. VIII.

The method of Sec. VIII. is applied also to the necessary calculation of annual value under Sec. 16 of the New Parishes Act, 1856 (see on).

Meanwhile the definition of the Pluralities Act, 1850 (Sec. 4), which is extracted below, had been substituted for the purpose of the certificate of annual value on application to hold in plurality (but not for all other purposes of the Act of 1838) and finally Section VIII. of the Act of 1838 has been repealed by Statute Law Revision Act, 1874.

If this creates confusion, it is perhaps of little moment for the present purposes, as the definition of annual value in Sec. IV. of the Act of 1850 does not appear to differ (except for a deterioration in the grammar) from Sec. VIII. of the Act of 1838.

(2) The Pluralities Act 1850 (13 and 14 Vic., Ch. 98), Sec. IV. (with a view to the licence to hold in plurality) enacts that—

For the purpose of estimating the annual value of such benefice there shall be considered as deducted from the gross amount of the annual value all taxes, rates, tenths, dues and permanent charges and outgoings, *but not to deduct* or allow for any stipend or stipends to any stipendiary curate or curates, nor for such taxes or rates in respect of the house of residence of any benefice, or of the glebe land belonging thereto, as are usually paid by tenants or occupiers, nor for monies expended in the repair or improvement of the house of residence and buildings and premises belonging thereto.

Sic in Act.

(3) The New Parishes Act, 1856 (19 and 20 Vic., Ch. 104), Sec. XVI. (extending the Ecclesiastical Commissioners' power of assigning the patronage of benefices in consideration of augmentations in certain cases)—

Provided that the permanent annual endowment of such benefices respectively shall not exceed one hundred pounds per annum, nor the annual income of the same from all sources the sum of two hundred and fifty pounds per annum, such income to be calculated by the said Commissioners in the manner provided by the eighth section of an Act of the first and second of Victoria, chapter one hundred and six, and when any portion of such income shall arise from pew rents, the value of such portion shall be calculated upon an average of the three years last preceding.

"Annual Income" especially as to Pew Rents.

(4) The Lord Chancellor's Augumentation Act 1863 (26 and 27 Victoria, Ch. 120), Sec. 4—

It shall be lawful for the Lord Chancellor from time to time to require from the incumbents of the advowsons mentioned in the first schedule to this Act, and every such incumbent receiving such requisition is hereby required to make to the Lord Chancellor, a return or statement in writing according to the best of his knowledge, information, or belief, and in such form as shall be prescribed by the Lord Chancellor, of the gross income or yearly benefit of his benefice, any tithe rentcharge therein being returned at par, and also a similar return of all rates, taxes, tenths, dues, and other out-

Power to Lord Chancellor to require from incumbents a return of income and outgoings. (*The object of this is mainly*

for the calculation of the price to be paid for the advowson, on sale by the Lord Chancellor).

goings, including the charges of collection, but not including income or property tax, which shall have been paid by or chargeable on such incumbent in respect of his benefice during the five years immediately preceding Lady Day one thousand eight hundred and sixty-three, distinguishing the various items in respect of which such income and outgoings may have arisen.

If the incumbent has a curate the stipend of the curate must be stated, and the reasons for his appointment.

Where there is no parsonage or residence for the incumbent belonging to the living a sum of twenty-five pounds per annum shall be deducted from the net yearly value as returned by the incumbent.

If at the time of making any such return as is hereby required to be made by incumbents a living shall be subject to a charge of annual payments in respect of monies borrowed for building or rebuilding the parsonage or other buildings, or for drainage or other improvements of the glebe or lands of the living, no deduction shall be made from the net yearly value in respect of such annual payments, but a separate statement shall be made by the incumbent of the number and amount of the annual payments remaining to be made.

(5) The Incumbent's Resignation Act 1887 (50 and 51 Vic., Ch. 23), Sec. V.—

The pension to a retiring incumbent is limited to one-third of the annual value of the benefice.

The annual value of a benefice for the purposes of this Act shall be the net annual value, exclusive of the parsonage, vicarage, or other place of residence of the incumbent, after deducting all rates, taxes, and charges assessed upon and payable out of the benefice, which charges shall include the salary of any curate who is compulsorily employed, and any annual payments in respect of any terminable mortgage having at the time of the sitting of the said Commission more than two years to run.

"Popular" Definition of Annual Value.

"Clerical Directory" (Horace Cox, publisher).

Gross Income is the sum of all sources of income whatever.

Outgoings.—Procurations, synodals, tenths, local and Poor Rates, Land Tax, House and Property Tax, insurance and repairs of Glebe House, buildings, gates, etc., repairs of Chancel (where incumbent liable), drainage charges on glebe, charges on income (if any) to other benefices, repayments of loans to Queen Anne's Bounty, stipend of curate or curates, cost of collecting income, etc.

Net Income is Gross Income, less outgoings.

DIRECTIONS AS TO STATEMENT OF INCOME

For the Statistical Return in Official Year-Book, 1921.

Income of Benefice.

The figures of gross and net income are based upon the following Schedule :—

Gross Income.	Outgoings.
(1) Tithe rentcharge (value for 1919).	(1) Land Tax.
(2) Rent or value of glebe for current year.	(2) Tenths.
(3) Payments by Ecclesiastical Commissioners.	(3) Rates (other than rates on residence house and grounds).
(4) Payments by Queen Anne's Bounty.	(4) Insurance (including Chancel where incumbent is liable, and excluding residence house).
(5) Pew rents (average for 3 years).	

Gross Income.

(6) Easter offerings (ditto).

(7) Fees (ditto).

(8) Other sources (stating nature).

Outgoings.

(5) Repairs to Chancel (where incumbent is liable) and of glebe buildings (excluding residence house) on a 5 years average.

(6) Cost of collection of income.

(7) Pension payable to late incumbent.

(8) Repayment of authorized loan chargeable on benefice.

(9) Salary of curate (where paid out of income of benefice and where compulsorily employed under 48 & 49 Vict. Ch. 54, s. 13).

(10) Any other payment chargeable on benefice (stating nature but excluding outgoings on parsonage house).

The most important distinctions between this basis of calculation and that in use since 1906 and previous to 1918, are that rates on residence house and grounds, insurance of, and repairs to, residence house are not now included in the list of outgoings, and that stipends of assistant clergy, subject to the conditions above stated, are not allowed as a deduction.

INCUMBENTS' RETURNS

TABULATION BY DIOCESES

Explanatory Note

The following tabulation of Incumbents' Returns by Dioceses is compiled from the details extracted by the Ecclesiastical Commission from the actual returns * and supplied by them to this Commission on the form which is printed on the next two pages.

The figures of net income are deduced from the particulars given on that form for every benefice in the country, that is to say:—from the gross income from land, tithe rent-charge, manorial rights, etc., are deducted the usual outgoings, such as land tax, rates, repairs, collection, insurance; and also (in some cases) certain permanent outgoings from the benefice, consisting mainly of ecclesiastical dues and charges in favour of some other benefice. To this is added the actual income received from other sources in respect of *permanent* endowments (*e. g.* Dividends: Ecclesiastical Commission and Queen Anne's Bounty). The total figure thus obtained is the figure entered under the head "Net income from Endowments."

In addition to this income from Endowments there is in nearly all parishes an income from such sources as Fees, Easter Offerings, Pew Rents, etc. This income (taken on an average of three years) is set out in the column "Net income from Unsecured Sources." Voluntary payments by (*e. g.*) the Patron, a Diocesan Fund, or the Queen Victoria Clergy Fund are regarded as not certain enough to be included in this column.

Temporary charges such as mortgage payments and pensions to resigned incumbents are not deducted, nor is income tax, which cannot be estimated with any accuracy since the rate depends on the circumstances of each individual. All benefits and outgoings in respect of parsonage houses are also excluded.

The "number of incumbents" represents the actual number of beneficed Clerks plus the appropriate addition in respect of benefices vacant at the date of the return. There are eleven cases in which benefices in different Dioceses are held together in plurality. The difference between the number of incumbents and the number of benefices is accounted for (substantially) † by the number of cases in which benefices are held in plurality by licence from the Archbishop of Canterbury under the Act of 1838.

The "number of curates" employed includes cases of "part time curates" and "regular Sunday help."

The division by population is based throughout on the 1911 Census figures, as the 1921 Census figures for ecclesiastical parishes are not yet available.

* The form of this return is printed on p. 254.

† In 5 Dioceses taken at random the difference is 55, while there are 51 cases of pluralities.

Benefice_____ *File No.*_____

County_____

Diocese_____

Population { 1911 Census_____ / Estimate of present population_____ } Census 1921_____

Area_____

Patronage_____

Incumbent_____ Date of Birth_____

Date of Appointment_____

Other offices and emoluments held_____

_____

Assistant Curates :—

No. employed_____

Amounts of respective stipends_____

Sources from which stipends are raised :— £

Ecclesiastical Commissioners ... ...
Central Societies ... ...
Diocesan Funds ... ...
Parish ... ...
Incumbent ... ...
Endowment ... ...

Churches :—

Consecrated_____ Accommodation_____

Other buildings used for services

_____ do. _____

Alteration of boundaries suggested with_____

Union suggested with_____

Parsonage House :—

Area_____ Rateable value_____

Let for £_____ per annum, tenant liable for_____

Outgoings :—

	£	s.	d.
Rates			
Land Tax			
Ground or Chief Rent			
Other fixed charge			
Repairs (average years) ...			
Insurance for £_____ ...			
			£ s. d.

House unsuitable in view of_____

Funds held for provision of Parsonage House :—

Ecclesiastical Commissioners ... ... £
Queen Anne's Bounty ... ... £

No. 1887.

INCOME.

	£	s.	d.
(1) From Permanent Endowments.			
Manor of_____			
Quit Rents			
Other Profits			
Lease of Minerals			
Land_____acres let for			
_____acres unlet rateable value			
Houses			
Ground Rents			
Sporting or other rights			
Outgoings :— (£ s. d.)			
Land Tax			
Tithe Rentcharge			
Quit or other Rent			
Rates			
Repairs (average years) ...			
Collection			
Insurance			
Tithe Rentcharge commuted at £ ...			
Modus or Composition			
Extraordinary Tithe Rentcharge			
Corn Rents...			
Outgoings :— (£ s. d.)			
Land Tax			
Charge			
Rates (full £) ...			
Collection			
Chancel Repair			
„ Insurance			
Charity (name)			
Rentcharge (on)			
Dividends :—Ecclesiastical Commissioners			
Queen Anne's Bounty			
Trustees			
Ecclesiastical Commissioners			
Queen Anne's Bounty			
(2) From Unsecured Sources.			
Fees (average 3 years)			
Easter Offerings (average 3 years)			
Pew Rents (after allowing £ cost of collection) (average 3 years)			
Parish (average 3 years)			
Voluntary payments from Patron			
„ „ „ Queen Victoria Clergy Fund ...			
„ „ „ Diocesan Fund			
Permanent Outgoings from Benefice :— (£ s. d.)			
Charges in favour of			
Ecclesiastical Dues			
Other Charges			
Total Net Income ...			

Temporary Charges :—Mortgage payments.
Pension.

CLASSIFICATION BY INCOME. SUMMARY:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
£200 & under	964	715 of under 300 148 „ 300— 500 65 „ 501— 1,000 29 „ 1,001— 4,000 5 „ 4,001—10,000 1 „ over 10,000 1 unclassified	£ 126,029	£ 3,910	£ 129,939
£201—250	1,360	655 of under 300 332 „ 300— 500 246 „ 501— 1,000 109 „ 1,001— 4,000 18 „ 4,001—10,000	293,303	12,784	306,087
£251—300	1,763	413 of under 300 408 „ 300— 500 503 „ 501— 1,000 327 „ 1,001— 4,000 107 „ 4,001—10,000 5 „ over 10,000	458,740	28,268	487,008
£301—350	2,367	319 of under 300 296 „ 300— 500 425 „ 501— 1,000 854 „ 1,001— 4,000 416 „ 4,001—10,000 57 „ over 10,000	695,483	71,905	767,388
£351—400	1,949	219 of under 300 198 „ 300— 500 248 „ 501— 1,000 453 „ 1,001— 4,000 706 „ 4,001—10,000 125 „ over 10,000	625,589	101,976	727,565
£401—500	2,134	251 of under 300 279 „ 300— 500 322 „ 501— 1,000 509 „ 1,001— 4,000 515 „ 4,001—10,000 258 „ over 10,000	790,087	155,052	945,139
Over £500	2,875	198 of under 300 400 „ 300— 500 684 „ 501— 1,000 809 „ 1,001— 4,000 563 „ 4,001—10,000 221 „ over 10,000	1,881,300	246,223	2,127,523
TOTAL	13,412	2,770 of under 300 2,061 „ 300— 500 2,493 „ 501— 1,000 3,090 „ 1,001— 4,000 2,330 „ 4,001—10,000 667 „ over 10,000 1 unclassified	4,870,531	620,118	5,490,649

ENGLAND CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	2,770	715 of £200 & under 655 ,, 201—250 413 ,, 251—300 319 ,, 301—350 219 ,, 351—400 251 ,, 401—500 198 ,, over 500
300—500	2,061	148 of £200 & under 332 ,, 201—250 408 ,, 251—300 296 ,, 301—350 198 ,, 351—400 279 ,, 401—500 400 ,, over 500
501—1,000	2,493	65 of £200 & under 246 ,, 201—250 503 ,, 251—300 425 ,, 301—350 248 ,, 351—400 322 ,, 401—500 684 ,, over 500
1,001—4,000	3,090	29 of £200 & under 109 ,, 201—250 327 ,, 251—300 854 ,, 301—350 453 ,, 351—400 509 ,, 401—500 809 ,, over 500
4,001—10,000	2,330	5 of £200 & under 18 ,, 201—250 107 ,, 251—300 416 ,, 301—350 706 ,, 351—400 515 ,, 401—500 563 ,, over 500
Over 10,000	667	1 of £200 & under 5 ,, 251—300 57 ,, 301—350 125 ,, 351—400 258 ,, 401—500 221 ,, over 500
Unclassified	1	1 of £200 & under
TOTAL	13,412	964 of £200 & under 1,360 ,, 201—250 1,763 ,, 251—300 2,367 ,, 301—350 1,949 ,, 351—400 2,134 ,, 401—500 2,875 ,, over 500

Number of incumbents 12,870
Number of curates 4,456

CLASSIFICATION BY INCOME **DIOCESE:**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	17	13 of under 300 2 ,, 300— 500 2 ,, 1,001— 4,000	1,638	61	1,699
£201—250	16	9 of under 300 5 ,, 300— 500 1 ,, 501— 1,000 1 ,, 1,001— 4,000	3,483	35	3,518
£251—300	41	13 of under 300 10 ,, 300— 500 12 ,, 501— 1,000 6 ,, 1,001— 4,000	10,618	649	11,267
£301—350	67	4 of under 300 9 ,, 300— 500 20 ,, 501— 1,000 25 ,, 1,001— 4,000 9 ,, 4,001—10,000	19,271	2,598	21,869
£351—400	42	5 of under 300 2 ,, 300— 500 8 ,, 501— 1,000 12 ,, 1,001— 4,000 11 ,, 4,001—10,000 4 ,, over 10,000	12,772	2,848	15,620
£401—500	51	6 of under 300 7 ,, 300— 500 11 ,, 501— 1,000 17 ,, 1,001— 4,000 8 ,, 4,001—10,000 2 ,, over 10,000	18,829	3,513	22,342
Over £500	72	6 of under 300 7 ,, 300— 500 18 ,, 501— 1,000 25 ,, 1,001— 4,000 9 ,, 4,001—10,000 7 ,, over 10,000	40,776	7,951	48,727
TOTAL	306	56 of under 300 42 ,, 300— 500 70 ,, 501— 1,000 88 ,, 1,001— 4,000 37 ,, 4,001—10,000 13 ,, over 10,000	107,387	17,655	125,042

CANTERBURY CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	56	13 of £200 & under 9 „ 201—250 13 „ 251—300 4 „ 301—350 5 „ 351—400 6 „ 401—500 6 „ over 500
300—500	42	2 of £200 & under 5 „ 201—250 10 „ 251—300 9 „ 301—350 2 „ 351—400 7 „ 401—500 7 „ over 500
501—1,000	70	1 of £201—250 12 „ 251—300 20 „ 301—350 8 „ 351—400 11 „ 401—500 18 „ over 500
1,001—4,000	88	2 of £200 & under 1 „ 201—250 6 „ 251—300 25 „ 301—350 12 „ 351—400 17 „ 401—500 25 „ over 500
4,001—10,000	37	9 „ £301—350 11 „ 351—400 8 „ 401—500 9 „ over 500
Over 10,000	13	4 of £351—400 2 „ 401—500 7 „ over 500
TOTAL	306	17 of £200 & under 16 „ 201—250 41 „ 251—300 67 „ 301—350 42 „ 351—400 51 „ 401—500 72 „ over 500

Number of incumbents 293
Number of curates 108

Note.—(1) There are three parishes in this Diocese, Oxney, Poulton and Stonar (included in the Summaries) which have no church and no endowment; the population in each case is below 70.

(2) There is one Sinecure, Buckland by Faversham (included above). There is no church, but a population of 103, net income £152. The Vicar of Teynham is curate in charge, with salary £100.

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	49	35 of under 300 9 „ 300— 500 5 „ 501— 1,000	6,181	262	6,443
£201—250	59	23 of under 300 14 „ 300— 500 13 „ 501— 1,000 8 „ 1,001— 4,000 1 „ 4,001—10,000	12,950	470	13,420
£251—300	80	8 of under 300 24 „ 300— 500 26 „ 501— 1,000 17 „ 1,001— 4,000 5 „ 4,001—10,000	21,029	1,173	22,202
£301—350	97	11 of under 300 13 „ 300— 500 26 „ 501— 1,000 32 „ 1,001— 4,000 14 „ 4,001—10,000 1 „ over 10,000	28,755	2,469	31,224
£351—400	50	4 of under 300 2 „ 300— 500 12 „ 501— 1,000 14 „ 1,001— 4,000 12 „ 4,001—10,000 6 „ over 10,000	16,107	2,622	18,729
£401—500	64	6 of under 300 6 „ 300— 500 17 „ 501— 1,000 17 „ 1,001— 4,000 10 „ 4,001—10,000 8 „ over 10,000	24,922	3,313	28,235
Over £500	92	11 of under 300 23 „ 300— 500 22 „ 501— 1,000 14 „ 1,001— 4,000 10 „ 4,001—10,000 12 „ over 10,000	58,506	5,520	64,026
TOTAL	491	98 of under 300 91 „ 300— 500 121 „ 501— 1,000 102 „ 1,001— 4,000 52 „ 4,001—10,000 27 „ over 10,000	168,450	15,829	184,279

YORK CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	98	35 of £200 & under 23 „ 201—250 8 „ 251—300 11 „ 301—350 4 „ 351—400 6 „ 401—500 11 „ over 500
300—500	91	9 of £200 & under 14 „ 201—250 24 „ 251—300 13 „ 301—350 2 „ 351—400 6 „ 401—500 23 „ over 500
501—1,000	121	5 of £200 & under 13 „ 201—250 26 „ 251—300 26 „ 301—350 12 „ 351—400 17 „ 401—500 22 „ over 500
1,001—4,000	102	8 of £201—250 17 „ 251—300 32 „ 301—350 14 „ 351—400 17 „ 401—500 14 „ over 500
4,001—10,000	52	1 of £201—250 5 „ 251—300 14 „ 301—350 12 „ 351—400 10 „ 401—500 10 „ over 500
Over 10,000	27	1 of £301—350 6 „ 351—400 8 „ 401—500 12 „ over 500
TOTAL	491	49 of £200 & under 59 „ 201—250 80 „ 251—300 97 „ 301—350 50 „ 351—400 64 „ 401—500 92 „ over 500

Number of incumbents 465
Number of curates 123

CLASSIFICATION BY INCOME **DIOCESE:**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	6	1 of 501— 1,000 3 „ 1,001— 4,000 1 „ 4,001—10,000 1 „ over 10,000	557	165	722
£201—250	5	2 of under 300 2 „ 1,001— 4,000 1 „ 4,001—10,000	836	267	1,103
£251—300	28	2 of under 300 1 „ 300— 500 2 „ 501— 1,000 5 „ 1,001— 4,000 17 „ 4,001—10,000 1 „ over 10,000	6,915	918	7,833
£301—350	101	2 of 300— 500 2 „ 501— 1,000 25 „ 1,001— 4,000 63 „ 4,001—10,000 9 „ over 10,000	27,745	5,524	33,269
£351—400	113	15 of 1,001— 4,000 78 „ 4,001—10,000 20 „ over 10,000	30,977	11,167	42,144
£401—500	123	1 of under 300 2 „ 300— 500 20 „ 1,001— 4,000 60 „ 4,001—10,000 40 „ over 10,000	37,087	17,354	54,441
Over £500	216	29 of under 300 5 „ 300— 500 7 „ 501— 1,000 50 „ 1,001— 4,000 88 „ 4,001—10,000 37 „ over 10,000	125,464	54,574	180,038
TOTAL	592	34 of under 300 10 „ 300— 500 12 „ 501— 1,000 120 „ 1,001— 4,000 308 „ 4,001—10,000 108 „ over 10,000	229,581	89,969	319,550

LONDON CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	34	2 of £201—250 2 „ 251—300 1 „ 401—500 29 „ over 500
300—500	10	1 of £251—300 2 „ 301—350 2 „ 401—500 5 „ over 500
501—1,000	12	1 of £200 & under 2 „ 251—300 2 „ 301—350 7 „ over 500
1,001—4,000	120	3 of £200 & under 2 „ 201—250 5 „ 251—300 25 „ 301—350 15 „ 351—400 20 „ 401—500 50 „ over 500
4,001—10,000	308	1 of £200 & under 1 „ 201—250 17 „ 251—300 63 „ 301—350 78 „ 351—400 60 „ 401—500 88 „ over 500
Over 10,000	108	1 of £200 & under 1 „ 251—300 9 „ 301—350 20 „ 351—400 40 „ 401—500 37 „ over 500
TOTAL	592	6 of £200 & under 5 „ 201—250 28 „ 251—300 101 „ 301—350 113 „ 351—400 123 „ 401—500 216 „ over 500

Number of incumbents 591
Number of curates 605

CLASSIFICATION BY INCOME DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	3	3 of under 300	466	2	468
£201—250	7	2 of under 300 1 ,, 501— 1,000 2 ,, 1,001— 4,000 2 ,, 4,001—10,000	1,472	197	1,669
£251—300	17	3 of under 300 2 ,, 300— 500 2 ,, 501— 1,000 7 ,, 1,001— 4,000 3 ,, 4,001—10,000	4,632	94	4,726
£301—350	56	1 of 501— 1,000 33 ,, 1,001— 4,000 20 ,, 4,001—10,000 2 ,, over 10,000	17,411	1,068	18,479
£351—400	71	4 of 300— 500 4 ,, 501— 1,000 10 ,, 1,001— 4,000 49 ,, 4,001—10,000 4 ,, over 10,000	23,911	2,390	26,301
£401—500	51	2 of 300— 500 2 ,, 501— 1,000 12 ,, 1,001— 4,000 20 ,, 4,001—10,000 15 ,, over 10,000	19,774	2,270	22,044
Over £500	57	2 of under 300 4 ,, 300— 500 2 ,, 501— 1,000 19 ,, 1,001— 4,000 23 ,, 4,001—10,000 7 ,, over 10,000	45,807	3,053	48,860
TOTAL.	262	10 of under 300 12 ,, 300— 500 12 ,, 501— 1,000 83 ,, 1,001— 4,000 117 ,, 4,001—10,000 28 ,, over 10,000	113,473	9,074	122,547

DURHAM CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	10	3 of £200 & under 2 „ 201—250 3 „ 251—300 2 „ over 500
300—500	12	2 of £251—300 4 „ 351—400 2 „ 401—500 4 „ over 500
501—1,000	12	1 of £201—250 2 „ 251—300 1 „ 301—350 4 „ 351—400 2 „ 401—500 2 „ over 500
1,001—4,000	83	2 of £201—250 7 „ 251—300 33 „ 301—350 10 „ 351—400 12 „ 401—500 19 „ over 500
4,001—10,000	117	2 of £201—250 3 „ 251—300 20 „ 301—350 49 „ 351—400 20 „ 401—500 23 „ over 500
Over 10,000	28	2 of £301—350 4 „ 351—400 15 „ 401—500 7 „ over 500
TOTAL	262	3 of £200 & under 7 „ 201—250 17 „ 251—300 56 „ 301—350 71 „ 351—400 51 „ 401—500 57 „ over 500

Number of incumbents 261
Number of curates 169

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	23	15 of under 300 4 ,, 300— 500 2 ,, 501— 1,000 2 ,, 1,001— 4,000	2,649	105	2,754
£201—250	39	12 of under 300 9 ,, 300— 500 9 ,, 501— 1,000 8 ,, 1,001— 4,000 1 ,, 4,001—10,000	7,618	1,257	8,875
£251—300	83	15 of under 300 16 ,, 300— 500 21 ,, 501— 1,000 28 ,, 1,001— 4,000 3 ,, 4,001—10,000	21,089	2,076	23,165
£301—350	115	9 of under 300 4 ,, 300— 500 18 ,, 501— 1,000 66 ,, 1,001— 4,000 15 ,, 4,001—10,000 3 ,, over 10,000	30,582	6,495	37,077
£351—400	95	13 of under 300 10 ,, 300— 500 18 ,, 501— 1,000 31 ,, 1,001— 4,000 22 ,, 4,001—10,000 1 ,, over 10,000	28,383	6,931	35,314
£401—500	74	10 of under 300 12 ,, 300— 500 11 ,, 501— 1,000 21 ,, 1,001— 4,000 16 ,, 4,001—10,000 4 ,, over 10,000	26,400	6,518	32,918
Over £500	143	3 of under 300 16 ,, 300— 500 40 ,, 501— 1,000 47 ,, 1,001— 4,000 28 ,, 4,001—10,000 9 ,, over 10,000	86,997	14,957	101,954
TOTAL	572	77 of under 300 71 ,, 300— 500 119 ,, 501— 1,000 203 ,, 1,001— 4,000 85 ,, 4,001—10,000 17 ,, over 10,000	203,718	38,339	242,057

WINCHESTER CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	77	15 of £200 & under 12 ,, 201—250 15 ,, 251—300 9 ,, 301—350 13 ,, 351—400 10 ,, 401—500 3 ,, over 500
300—500	71	4 of £200 & under 9 ,, 201—250 16 ,, 251—300 4 ,, 301—350 10 ,, 351—400 12 ,, 401—500 16 ,, over 500
501—1,000	119	2 of £200 & under 9 ,, 201—250 21 ,, 251—300 18 ,, 301—350 18 ,, 351—400 11 ,, 401—500 40 ,, over 500
1,001—4,000	203	2 of £200 & under 8 ,, 201—250 28 ,, 251—300 66 ,, 301—350 31 ,, 351—400 21 ,, 401—500 47 ,, over 500
4,001—10,000	85	1 of £201—250 3 ,, 251—300 15 ,, 301—350 22 ,, 351—400 16 ,, 401—500 28 ,, over 500
Over 10,000	17	3 of £301—350 1 ,, 351—400 4 ,, 401—500 9 ,, over 500
TOTAL	572	23 of £200 & under 39 ,, 201—250 83 ,, 251—300 115 ,, 301—350 95 ,, 351—400 74 ,, 401—500 143 ,, over 500

Number of incumbents 560
Number of curates 228

Note.—Included in the Summaries are (1) S. Matt., Hatchford, an endowed chapel in the parish of Cobham. The Minister states that he looks after a district with a population of 450.

(2) Winchester S. Faith w. S. Cross. The incumbent of the benefice (net income £199) also receives £500 as Master of S. Cross hospital.

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	49	37 of under 300 9 ,, 300— 500 3 ,, 501— 1,000	6,577	135	6,712
£201—250	71	46 of under 300 18 ,, 300— 500 4 ,, 501— 1,000 3 ,, 1,001— 4,000	15,387	468	15,855
£251—300	97	36 of under 300 24 ,, 300— 500 22 ,, 501— 1,000 11 ,, 1,001— 4,000 4 ,, 4,001—10,000	25,454	1,012	26,466
£301—350	87	25 of under 300 17 ,, 300— 500 22 ,, 501— 1,000 21 ,, 1,001— 4,000 2 ,, 4,001—10,000	25,574	2,538	28,112
£351—400	57	12 of under 300 11 ,, 300— 500 13 ,, 501— 1,000 14 ,, 1,001— 4,000 7 ,, 4,001—10,000	19,580	1,749	21,329
£401—500	55	13 of under 300 13 ,, 300— 500 8 ,, 501— 1,000 18 ,, 1,001— 4,000 3 ,, 4,001—10,000	22,641	2,099	24,740
Over £500	79	7 of under 300 12 ,, 300— 500 29 ,, 501— 1,000 21 ,, 1,001— 4,000 10 ,, 4,001—10,000	49,484	3,389	52,873
TOTAL	495	176 of under 300 104 ,, 300— 500 101 ,, 501— 1,000 88 ,, 1,001— 4,000 26 ,, 4,001—10,000	164,697	11,390	176,087

BATH & WELLS CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	176	37 of £200 & under 46 „ 201—250 36 „ 251—300 25 „ 301—350 12 „ 351—400 13 „ 401—500 7 „ over 500
300—500	104	9 of £200 & under 18 „ 201—250 24 „ 251—300 17 „ 301—350 11 „ 351—400 13 „ 401—500 12 „ over 500
501—1,000	101	3 of £200 & under 4 „ 201—250 22 „ 251—300 22 „ 301—350 13 „ 351—400 8 „ 401—500 29 „ over 500
1,001—4,000	88	3 of £201—250 11 „ 251—300 21 „ 301—350 14 „ 351—400 18 „ 401—500 21 „ over 500
4,001—10,000	26	4 of £251—300 2 „ 301—350 7 „ 351—400 3 „ 401—500 10 „ over 500
Over 10,000	Nil	
TOTAL	495	49 of £200 & under 71 „ 201—250 97 „ 251—300 87 „ 301—350 57 „ 351—400 55 „ 401—500 79 „ over 500

Number of incumbents 467
Number of curates 80

Note.—There are three Sinecures in this Diocese (included in the Summaries) :—

Bradon . . .	Income £125.	Population 14.	No church.	Patronage, Private.
Eastham . . .	„ 32.	„ Nil.	„ „	„ „
Kingston Pitney . .	„ 243.	„ 321.	„ „	„ „

CLASSIFICATION BY INCOME **DIOCESE:**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	7	3 of under 300 3 ,, 300— 500 1 ,, 1,001— 4,000	785	31	816
£201—250	9	4 of under 300 1 ,, 300— 500 3 ,, 501— 1,000 1 ,, 1,001— 4,000	1,942	81	2,023
£251—300	7	1 of 501— 1,000 2 ,, 1,001— 4,000 2 ,, 4,001—10,000 2 ,, over 10,000	1,561	410	1,971
£301—350	24	1 of under 300 1 ,, 300— 500 2 ,, 501— 1,000 9 ,, 1,001— 4,000 10 ,, 4,001—10,000 1 ,, over 10,000	6,770	1,110	7,880
£351—400	35	5 of 501— 1,000 2 ,, 1,001— 4,000 20 ,, 4,001—10,000 8 ,, over 10,000	10,764	2,283	13,047
£401—500	40	1 of under 300 1 ,, 300— 500 2 ,, 501— 1,000 3 ,, 1,001— 4,000 22 ,, 4,001—10,000 11 ,, over 10,000	12,339	5,111	17,450
Over £500	34	1 of 300— 500 2 ,, 501— 1,000 6 ,, 1,001— 4,000 16 ,, 4,001—10,000 9 ,, over 10,000	20,133	6,907	27,040
TOTAL	156	9 of under 300 7 ,, 300— 500 15 ,, 501— 1,000 24 ,, 1,001— 4,000 70 ,, 4,001—10,000 31 ,, over 10,000	54,294	15,933	70,227

BIRMINGHAM CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	9	3 of £200 & under 4 „ 201—250 1 „ 301—350 1 „ 401—500
300—500	7	3 of £200 & under 1 „ 201—250 1 „ 301—350 1 „ 401—500 1 „ over 500
501—1,000	15	3 of £201—250 1 „ 251—300 2 „ 301—350 5 „ 351—400 2 „ 401—500 2 „ over 500
1,001—4,000	24	1 of £200 & under 1 „ 201—250 2 „ 251—300 9 „ 301—350 2 „ 351—400 3 „ 401—500 6 „ over 500
4,001—10,000	70	2 of £251—300 10 „ 301—350 20 „ 351—400 22 „ 401—500 16 „ over 500
Over 10,000	31	2 of £251—300 1 „ 301—350 8 „ 351—400 11 „ 401—500 9 „ over 500
TOTAL	156	7 of £200 & under 9 „ 201—250 7 „ 251—300 24 „ 301—350 35 „ 351—400 40 „ 401—500 34 „ over 500

Number of incumbents 153
Number of curates 126

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	7	5 of under 300 1 ,, 300— 500 1 ,, 4,001—10,000	1,209	13	1,222
£201—250	11	8 of under 300 2 ,, 300— 500 1 ,, 501— 1,000	2,491	59	2,550
£251—300	20	1 of under 300 1 ,, 300— 500 10 ,, 501— 1,000 6 ,, 1,001— 4,000 2 ,, 4,001—10,000	5,180	469	5,649
£301—350	33	2 of under 300 2 ,, 501— 1,000 21 ,, 1,001— 4,000 8 ,, 4,001—10,000	9,648	1,049	10,697
£351—400	23	6 of 1,001— 4,000 15 ,, 4,001—10,000 2 ,, over 10,000	6,768	1,692	8,460
£401—500	37	1 of under 300 2 ,, 300— 500 5 ,, 501— 1,000 10 ,, 1,001— 4,000 11 ,, 4,001—10,000 8 ,, over 10,000	13,501	2,591	16,092
Over £500	17	3 of 501— 1,000 5 ,, 1,001— 4,000 6 ,, 4,001—10,000 3 ,, over 10,000	9,095	2,680	11,775
TOTAL	148	17 of under 300 6 ,, 300— 500 21 ,, 501— 1,000 48 ,, 1,001— 4,000 43 ,, 4,001—10,000 13 ,, over 10,000	47,892	8,553	56,445

BRADFORD CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	17	5 of £200 & under 8 ,, 201—250 1 ,, 251—300 2 ,, 301—350 1 ,, 401—500
300—500	6	1 of £200 & under 2 ,, 201—250 1 ,, 251—300 2 ,, 401—500
501—10,000	21	1 of £201—250 10 ,, 251—300 2 ,, 301—350 5 ,, 401—500 3 ,, over 500
1,001—4,000	48	6 of £251—300 21 ,, 301—350 6 ,, 351—400 10 ,, 401—500 5 ,, over 500
4,001—10,000	43	1 of £200 & under 2 ,, 251—300 8 ,, 301—350 15 ,, 351—400 11 ,, 401—500 6 ,, over 500
Over 10,000	13	2 of £351—400 8 ,, 401—500 3 ,, over 500
TOTAL	148	7 of £200 & under 11 ,, 201—250 20 ,, 251—300 33 ,, 301—350 23 ,, 351—400 37 ,, 401—500 17 ,, over 500

Number of incumbents 147
Number of curates 40

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	8	6 of under 300 1 ,, 501— 1,000 1 ,, 1,001— 4,000	1,167	7	1,174
£201—250	12	5 of under 300 3 ,, 300— 500 3 ,, 501— 1,000 1 ,, 1,001— 4,000	2,629	149	2,778
£251—300	17	6 of under 300 2 ,, 300— 500 5 ,, 501— 1,000 4 ,, 1,001— 4,000	4,499	182	4,681
£301—350	38	8 of under 300 4 ,, 300— 500 7 ,, 501— 1,000 14 ,, 1,001— 4,000 5 ,, 4,001—10,000	11,007	1,272	12,279
£351—400	34	1 of under 300 4 ,, 300— 500 2 ,, 501— 1,000 8 ,, 1,001— 4,000 16 ,, 4,001—10,000 3 ,, over 10,000	11,016	1,551	12,567
£401—500	41	4 of under 300 5 ,, 300— 500 5 ,, 501— 1,000 11 ,, 1,001— 4,000 9 ,, 4,001—10,000 7 ,, over 10,000	14,347	3,715	18,062
Over £500	37	4 of under 300 7 ,, 300— 500 5 ,, 501— 1,000 15 ,, 1,001— 4,000 6 ,, 4,001—10,000	22,884	2,799	25,683
TOTAL	187	34 of under 300 25 ,, 300— 500 28 ,, 501— 1,000 54 ,, 1,001— 4,000 36 ,, 4,001—10,000 10 ,, over 10,000	67,549	9,675	77,224

BRISTOL CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	34	6 of £200 & under 5 ,, 201—250 6 ,, 251—300 8 ,, 301—350 1 ,, 351—400 4 ,, 401—500 4 ,, over 500
300—500	25	3 of £201—250 2 ,, 251—300 4 ,, 301—350 4 ,, 351—400 5 ,, 401—500 7 ,, over 500
501—1,000	28	1 of £200 & under 3 ,, 201—250 5 ,, 251—300 7 ,, 301—350 2 ,, 351—400 5 ,, 401—500 5 ,, over 500
1,001—4,000	54	1 of £200 & under 1 ,, 201—250 4 ,, 251—300 14 ,, 301—350 8 ,, 351—400 11 ,, 401—500 15 ,, over 500
4,001—10,000	36	5 of £301—350 16 ,, 351—400 9 ,, 401—500 6 ,, over 500
Over 10,000	10	3 of £351—400 7 ,, 401—500
TOTAL	187	8 of £200 & under 12 ,, 201—250 17 ,, 251—300 38 ,, 301—350 34 ,, 351—400 41 ,, 401—500 37 ,, over 500

Number of incumbents 182
Number of curates 103

Note.—Haslebury (included in the Summaries) is a Sinecure Rectory with no population, no church and an income of £10.

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	31	24 of under 300 5 ,, 300— 500 1 ,, 501— 1,000 1 ,, 1,001— 4,000	4,985	68	5,053
£201—250	74	30 of under 300 22 ,, 300— 500 20 ,, 501— 1,000 2 ,, 1,001— 4,000	16,228	721	16,949
£251—300	52	11 of under 300 13 ,, 300— 500 22 ,, 501— 1,000 6 ,, 1,001— 4,000	13,240	751	13,991
£301—350	53	4 of under 300 10 ,, 300— 500 17 ,, 501— 1,000 19 ,, 1,001— 4,000 3 ,, 4,001—10,000	15,647	1,544	17,191
£351—400	31	1 of under 300 8 ,, 501— 1,000 13 ,, 1,001— 4,000 9 ,, 4,001—10,000	10,120	1,347	11,467
£401—500	34	1 of under 300 5 ,, 300— 500 6 ,, 501— 1,000 14 ,, 1,001— 4,000 6 ,, 4,001—10,000 2 ,, over 10,000	13,505	1,392	14,897
Over £500	24	1 of 300— 500 10 ,, 501— 1,000 6 ,, 1,001— 4,000 5 ,, 4,001—10,000 2 ,, over 10,000	14,142	1,551	15,693
TOTAL	299	71 of under 300 56 ,, 300— 500 84 ,, 501— 1,000 61 ,, 1,001— 4,000 23 ,, 4,001—10,000 4 ,, over 10,000	87,867	7,374	95,241

CARLISLE CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	71	24 of £200 & under 30 ,, 201—250 11 ,, 251—300 4 ,, 301—350 1 ,, 351—400 1 ,, 401—500
300—500	56	5 of £200 & under 22 ,, 201—250 13 ,, 251—300 10 ,, 301—350 5 ,, 401—500 1 ,, over 500
501—1,000	84	1 of £200 & under 20 ,, 201—250 22 ,, 251—300 17 ,, 301—350 8 ,, 351—400 6 ,, 401—500 10 ,, over 500
1,001—4,000	61	1 of £200 & under 2 ,, 201—250 6 ,, 251—300 19 ,, 301—350 13 ,, 351—400 14 ,, 401—500 6 ,, over 500
4,000—10,000	23	3 of £301—350 9 ,, 351—400 6 ,, 401—500 5 ,, over 500
Over 10,000	4	2 of £401—500 2 ,, over 500
TOTAL	299	31 of £200 & under 74 ,, 201—250 52 ,, 251—300 53 ,, 301—350 31 ,, 351—400 34 ,, 401—500 24 ,, over 500

Number of incumbents 284
Number of curates 53

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	17	11 of under 300 4 ,, 300— 500 1 ,, 501— 1,000 1 ,, 4,001—10,000	2,163	131	2,294
£201—250	40	14 of under 300 13 ,, 300— 500 8 ,, 501— 1,000 3 ,, 1,001— 4,000 2 ,, 4,001—10,000	8,596	390	8,986
£251—300	54	10 of under 300 10 ,, 300— 500 25 ,, 501— 1,000 6 ,, 1,001— 4,000 3 ,, 4,001—10,000	14,247	735	14,982
£301—350	56	10 of under 300 4 ,, 300— 500 15 ,, 501— 1,000 19 ,, 1,001— 4,000 5 ,, 4,001—10,000 3 ,, over 10,000	17,073	1,080	18,153
£351—400	75	13 of under 300 7 ,, 300— 500 13 ,, 501— 1,000 11 ,, 1,001— 4,000 22 ,, 4,001—10,000 9 ,, over 10,000	24,725	3,305	28,030
£401—500	86	19 of under 300 10 ,, 300— 500 14 ,, 501— 1,000 20 ,, 1,001— 4,000 8 ,, 4,001—10,000 15 ,, over 10,000	34,230	3,864	38,094
Over £500	142	10 of under 300 29 ,, 300— 500 40 ,, 501— 1,000 38 ,, 1,001— 4,000 12 ,, 4,001—10,000 13 ,, over 10,000	95,697	6,576	102,273
TOTAL	470	87 of under 300 77 ,, 300— 500 116 ,, 501— 1,000 97 ,, 1,001— 4,000 53 ,, 4,001—10,000 40 ,, over 10,000	196,731	16,081	212,812

CHELMSFORD CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	87	11 of £200 & under 14 ,, 201—250 10 ,, 251—300 10 ,, 301—350 13 ,, 351—400 19 ,, 401—500 10 ,, over 500
300—500	77	4 of £200 & under 13 ,, 201—250 10 ,, 251—300 4 ,, 301—350 7 ,, 351—400 10 ,, 401—500 29 ,, over 500
501—1,000	116	1 of £200 & under 8 ,, 201—250 25 ,, 251—300 15 ,, 301—350 13 ,, 351—400 14 ,, 401—500 40 ,, over 500
1,001—4,000	97	3 of £201—250 6 ,, 251—300 19 ,, 301—350 11 ,, 351—400 20 ,, 401—500 38 ,, over 500
4,001—10,000	53	1 of £200 & under 2 ,, 201—250 3 ,, 251—300 5 ,, 301—350 22 ,, 351—400 8 ,, 401—500 12 ,, over 500
Over 10,000	40	3 of £301—350 9 ,, 351—400 15 ,, 401—500 13 ,, over 500
TOTAL	470	17 of £200 & under 40 ,, 201—250 54 ,, 251—300 56 ,, 301—350 75 ,, 351—400 86 ,, 401—500 142 ,, over 500

Number of incumbents 456
Number of curates 155

Note.—There is one Sinecure, Wimbish (included in the Summaries) with no church, a population of 601, and an income of £564.

CLASSIFICATION BY INCOME **DIOCESE:**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	11	3 of under 300 3 „ 300— 500 4 „ 1,001— 4,000 1 unclassified	1,663	194	1,857
£201—250	30	6 of under 300 13 „ 300— 500 9 „ 501— 1,000 2 „ 1,001— 4,000	6,113	444	6,557
£251—300	31	3 of under 300 4 „ 300— 500 12 „ 501— 1,000 11 „ 1,001— 4,000 1 „ 4,001—10,000	7,424	1,248	8,672
£301—350	50	2 of under 300 3 „ 300— 500 9 „ 501— 1,000 31 „ 1,001— 4,000 4 „ 4,001—10,000 1 „ over 10,000	13,670	2,489	16,159
£351—400	49	2 of under 300 3 „ 300— 500 7 „ 501— 1,000 14 „ 1,001— 4,000 20 „ 4,001—10,000 3 „ over 10,000	14,886	3,402	18,288
£401—500	53	2 of 300— 500 6 „ 501— 1,000 19 „ 1,001— 4,000 20 „ 4,001—10,000 6 „ over 10,000	15,202	7,952	23,154
Over £500	63	1 of 300— 500 8 „ 501— 1,000 26 „ 1,001— 4,000 21 „ 4,001—10,000 7 „ over 10,000	32,072	12,129	44,201
TOTAL	287	16 of under 300 29 „ 300— 500 51 „ 501— 1,000 107 „ 1,001— 4,000 66 „ 4,001—10,000 17 „ over 10,000 1 unclassified	91,030	27,858	118,888

CHESTER CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	16	3 of £200 & under 6 ,, 201—250 3 ,, 251—300 2 ,, 301—350 2 ,, 351—400
300—500	29	3 of £200 & under 13 ,, 201—250 4 ,, 251—300 3 ,, 301—350 3 ,, 351—400 2 ,, 401—500 1 ,, over 500
501—1,000	51	9 of £201—250 12 ,, 251—300 9 ,, 301—350 7 ,, 351—400 6 ,, 401—500 8 ,, over 500
1,001—4,000	107	4 of £200 & under 2 ,, 201—250 11 ,, 251—300 31 ,, 301—350 14 ,, 351—400 19 ,, 401—500 26 ,, over 500
4,001—10,000	66	1 of £251—300 4 ,, 301—350 20 ,, 351—400 20 ,, 401—500 21 ,, over 500
Over 10,000	17	1 of £301—350 3 ,, 351—400 6 ,, 401—500 7 ,, over 500
Unclassified (see note)	1	1 of £200 & under
TOTAL	287	11 of £200 & under 30 ,, 201—250 31 ,, 251—300 50 ,, 301—350 49 ,, 351—400 53 ,, 401—500 63 ,, over 500

Number of incumbents 285
Number of curates 114

Note.—The benefice of Winsford is unclassified as to population, as it has no ecclesiastical parish assigned to it. The income is £192, and there is one church.

CLASSIFICATION BY INCOME . **DIOCESE:**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	31	18 of under 300 4 ,, 300— 500 6 ,, 501— 1,000 3 ,, 1,001— 4,000	3,667	315	3,982
£201—250	41	26 of under 300 3 ,, 300— 500 8 ,, 501— 1,000 4 ,, 1,001— 4,000	8,571	591	9,162
£251—300	55	8 of under 300 12 ,, 300— 500 17 ,, 501— 1,000 15 ,, 1,001— 4,000 3 ,, 4,001—10,000	13,529	1,565	15,094
£301—350	51	4 of under 300 8 ,, 300— 500 16 ,, 501— 1,000 16 ,, 1,001— 4,000 7 ,, 4,001—10,000	13,431	3,139	16,570
£351—400	59	6 of under 300 11 ,, 300— 500 11 ,, 501— 1,000 20 ,, 1,001— 4,000 11 ,, 4,001—10,000	18,198	3,865	22,063
£401—500	67	7 of under 300 9 ,, 300— 500 20 ,, 501— 1,000 20 ,, 1,001— 4,000 10 ,, 4,001—10,000 1 ,, over 10,000	22,924	7,022	29,946
Over £500	91	2 of under 300 6 ,, 300— 500 21 ,, 501— 1,000 42 ,, 1,001— 4,000 16 ,, 4,001—10,000 4 ,, over 10,000	51,517	13,983	65,500
TOTAL	395	71 of under 300 53 ,, 300— 500 99 ,, 501— 1,000 120 ,, 1,001— 4,000 47 ,, 4,001—10,000 5 ,, over 10,000	131,837	30,480	162,317

CHICHESTER CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	71	18 of £200 & under 26 „ 201—250 8 „ 251—300 4 „ 301—350 6 „ 351—400 7 „ 401—500 2 „ over 500
300—500	53	4 of £200 & under 3 „ 201—250 12 „ 251—300 8 „ 301—350 11 „ 351—400 9 „ 401—500 6 „ over 500
501—1,000	99	6 of £200 & under 8 „ 201—250 17 „ 251—300 16 „ 301—350 11 „ 351—400 20 „ 401—500 21 „ over 500
1,001—4,000	120	3 of £200 & under 4 „ 201—250 15 „ 251—300 16 „ 301—350 20 „ 351—400 20 „ 401—500 42 „ over 500
4,001—10,000	47	3 of £251—300 7 „ 301—350 11 „ 351—400 10 „ 401—500 16 „ over 500
Over 10,000	5	1 of £401—500 4 „ over 500
TOTAL	395	31 of £200 & under 41 „ 201—250 55 „ 251—300 51 „ 301—350 59 „ 351—400 67 „ 401—500 91 „ over 500

Number of incumbents 382
Number of curates 156

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	28	26 of under 300 2 ,, 300— 500	3,445	116	3,561
£201—250	24	13 of under 300 7 ,, 300— 500 3 ,, 501— 1,000 1 ,, 1,001— 4,000	5,066	305	5,371
£251—300	34	8 of under 300 10 ,, 300— 500 9 ,, 501— 1,000 5 ,, 1,001— 4,000 2 ,, 4,001—10,000	8,755	639	9,394
£301—350	31	5 of under 300 3 ,, 300— 500 5 ,, 501— 1,000 12 ,, 1,001— 4,000 3 ,, 4,001—10,000 3 ,, over 10,000	9,056	1,053	10,109
£351—400	23	6 of under 300 1 ,, 300— 500 4 ,, 501— 1,000 4 ,, 1,001— 4,000 7 ,, 4,001—10,000 1 ,, over 10,000	7,409	1,114	8,523
£401—500	23	4 of under 300 4 ,, 300— 500 5 ,, 501— 1,000 6 ,, 1,001— 4,000 2 ,, 4,001—10,000 2 ,, over 10,000	9,355	854	10,209
Over £500	29	1 of under 300 5 ,, 300— 500 4 ,, 501— 1,000 13 ,, 1,001— 4,000 5 ,, 4,001—10,000 1 ,, over 10,000	20,490	2,751	23,241
TOTAL	192	63 of under 300 32 ,, 300— 500 30 ,, 501— 1000 41 ,, 1,001— 4,000 19 ,, 4,001—10,000 7 ,, over 10,000	63,576	6,832	70,408

COVENTRY CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	63	26 of £200 & under 13 „ 201—250 8 „ 251—300 5 „ 301—350 6 „ 351—400 4 „ 401—500 1 „ over 500
300—500	32	2 of £200 & under 7 „ 201—250 10 „ 251—300 3 „ 301—350 1 „ 351—400 4 „ 401—500 5 „ over 500
501—1,000	30	3 of £201—250 9 „ 251—300 5 „ 301—350 4 „ 351—400 5 „ 401—500 4 „ over 500
1,001—4,000	41	1 of £201—250 5 „ 251—300 12 „ 301—350 4 „ 351—400 6 „ 401—500 13 „ over 500
4,001—10,000	19	2 of £251—300 3 „ 301—350 7 „ 351—400 2 „ 401—500 5 „ over 500
Over 10,000	7	3 of £301—350 1 „ 351—400 2 „ 401—500 1 „ over 500
TOTAL	192	28 of £200 & under 24 „ 201—250 34 „ 251—300 31 „ 301—350 23 „ 351—400 23 „ 401—500 29 „ over 500

Number of incumbents 179
Number of curates 55

Note.—In the " Population under 300 " and " Income £200 & under " is included the consecrated private chapel of Wroxall. The incumbent is also rector of Honiley.

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	30	24 of under 300 3 ,, 300— 500 3 ,, 501— 1,000	4,435	76	4,511
£201—250	41	22 of under 300 9 ,, 300— 500 9 ,, 501— 1,000 1 ,, 1,001— 4,000	8,773	333	9,106
£251—300	50	13 of under 300 16 ,, 300— 500 20 ,, 501— 1,000 1 ,, 1,001— 4,000	13,356	346	13,702
£301—350	40	8 of under 300 11 ,, 300— 500 8 ,, 501— 1,000 12 ,, 1,001— 4,000 1 ,, 4,001—10,000	12,111	760	12,871
£351—400	29	5 of under 300 5 ,, 300— 500 10 ,, 501— 1,000 6 ,, 1,001— 4,000 3 ,, 4,001—10,000	9,957	880	10,837
£401—500	43	6 of under 300 6 ,, 300— 500 7 ,, 501— 1,000 21 ,, 1,001— 4,000 3 ,, 4,001—10,000	18,206	880	19,086
Over £500	73	7 of under 300 9 ,, 300— 500 22 ,, 501— 1,000 30 ,, 1,001— 4,000 5 ,, 4,001—10,000	65,613	370	65,983
TOTAL	306	85 of under 300 59 ,, 300— 500 79 ,, 501— 1,000 71 ,, 1,001— 4,000 12 ,, 4,001—10,000	132,451	3,645	136,096

ELY CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	85	24 of £200 & under 22 ,, 201—250 13 ,, 251—300 8 ,, 301—350 5 ,, 351—400 6 ,, 401—500 7 ,, over 500
300—500	59	3 of £200 & under 9 ,, 201—250 16 ,, 251—300 11 ,, 301—350 5 ,, 351—400 6 ,, 401—500 9 ,, over 500
501—1,000	79	3 of £200 & under 9 ,, 201—250 20 ,, 251—300 8 ,, 301—350 10 ,, 351—400 7 ,, 401—500 22 ,, over 500
1,001 to 4,000	71	1 of £201—250 1 ,, 251—300 12 ,, 301—350 6 ,, 351—400 21 ,, 401—500 30 ,, over 500
4,001—10,000	12	1 of £301—350 3 ,, 351—400 3 ,, 401—500 5 ,, over 500
Over 10,000	Nil	
TOTAL	306	30 of £200 & under 41 ,, 201—250 50 ,, 251—300 40 ,, 301—350 29 ,, 351—400 43 ,, 401—500 73 ,, over 500

Number of incumbents 287
Number of curates 40

Note.—Included in the Summaries is the private chapel of Childerley (income from endowment £53, population 26), served by the incumbent of Hardwicke.

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	28	26 of under 300 1 ,, 300— 500 1 ,, 501— 1,000	4,079	62	4,141
£201—250	57	36 of under 300 11 ,, 300— 500 8 ,, 501— 1,000 1 ,, 1,001— 4,000 1 ,, 4,001—10,000	12,633	316	12,949
£251—300	78	26 of under 300 25 ,, 300— 500 16 ,, 501— 1,000 9 ,, 1,001— 4,000 2 ,, 4,001—10,000	20,525	1,010	21,535
£301—350	95	19 of under 300 19 ,, 300— 500 19 ,, 501— 1,000 27 ,, 1,001— 4,000 10 ,, 4,001—10,000 1 ,, over 10,000	28,150	2,750	30,900
£351—400	58	12 of under 300 10 ,, 300— 500 8 ,, 501— 1,000 16 ,, 1,001— 4,000 12 ,, 4,001—10,000	19,392	2,294	21,686
£401—500	80	8 of under 300 18 ,, 300— 500 26 ,, 501— 1,000 17 ,, 1,001— 4,000 9 ,, 4,001—10,000 2 ,, over 10,000	32,353	3,199	35,552
Over £500	110	7 of under 300 23 ,, 300— 500 33 ,, 501— 1,000 34 ,, 1,001— 4,000 11 ,, 4,001—10,000 2 ,, over 10,000	70,240	4,393	74,633
TOTAL	506	134 of under 300 107 ,, 300— 500 111 ,, 501— 1,000 104 ,, 1,001— 4,000 45 ,, 4,001—10,000 5 ,, over 10,000	187,372	14,024	201,396

EXETER CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	134	26 of £200 & under 36 ,, 201—250 26 ,, 251—300 19 ,, 301—350 12 ,, 351—400 8 ,, 401—500 7 ,, over 500
300—500	107	1 of £200 & under 11 ,, 201—250 25 ,, 251—300 19 ,, 301—350 10 ,, 351—400 18 ,, 401—500 23 ,, over 500
501—1,000	111	1 of £200 & under 8 ,, 201—250 16 ,, 251—300 19 ,, 301—350 8 ,, 351—400 26 ,, 401—500 33 ,, over 500
1,001—4,000	104	1 of £201—250 9 ,, 251—300 27 ,, 301—350 16 ,, 351—400 17 ,, 401—500 34 ,, over 500
4,001—10,000	45	1 of £201—250 2 ,, 251—300 10 ,, 301—350 12 ,, 351—400 9 ,, 401—500 11 ,, over 500
Over 10,000	5	1 of £301—350 2 ,, 401—500 2 ,, over 500
TOTAL	506	28 of £200 & under 57 ,, 201—250 78 ,, 251—300 95 ,, 301—350 58 ,, 351—400 80 ,, 401—500 110 ,, over 500

Number of incumbents 489
Number of curates 115

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	33	27 of under 300 4 „ 300— 500 1 „ 501— 1,000 1 „ 1,001— 4,000	4,689	96	4,785
£201—250	41	22 of under 300 11 „ 300— 500 8 „ 501— 1,000	8,738	385	9,123
£251—300	65	10 of under 300 24 „ 300— 500 23 „ 501— 1,000 8 „ 1,001— 4,000	17,196	724	17,920
£301—350	53	12 of under 300 8 „ 300— 500 8 „ 501— 1,000 22 „ 1,001— 4,000 3 „ 4,001—10,000	15,671	1,459	17,130
£351—400	46	9 of under 300 12 „ 300— 500 6 „ 501— 1,000 14 „ 1,001— 4,000 5 „ 4,001—10,000	14,859	2,353	17,212
£401—500	29	5 of under 300 3 „ 300— 500 10 „ 501— 1,000 8 „ 1,001— 4,000 2 „ 4,001—10,000 1 „ over 10,000	11,722	1,170	12,892
Over £500	48	4 of under 300 9 „ 300— 500 9 „ 501— 1,000 22 „ 1,001— 4,000 4 „ 4,001—10,000	31,497	2,942	34,439
TOTAL	315	89 of under 300 71 „ 300— 500 65 „ 501— 1,000 75 „ 1,001— 4,000 14 „ 4,001—10,000 1 „ over 10,000	104,372	9,129	113,501

GLOUCESTER CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	89	27 of £200 & under 22 „ 201—250 10 „ 251—300 12 „ 301—350 9 „ 351—400 5 „ 401—500 4 „ over 500
300—500	71	4 of £200 & under 11 „ 201—250 24 „ 251—300 8 „ 301—350 12 „ 351—400 3 „ 401—500 9 „ over 500
501—1,000	65	1 of £200 & under 8 „ 201—250 23 „ 251—300 8 „ 301—350 6 „ 351—400 10 „ 401—500 9 „ over 500
1,001—4,000	75	1 of £200 & under 8 „ 251—300 22 „ 301—350 14 „ 351—400 8 „ 401—500 22 „ over 500
4,001—10,000	14	3 of £301—350 5 „ 351—400 2 „ 401—500 4 „ over 500
Over 10,000	1	1 of £401—500
TOTAL	315	33 of £200 & under 41 „ 201—250 65 „ 251—300 53 „ 301—350 46 „ 351—400 29 „ 401—500 48 „ over 500

Number of incumbents 299
Number of curates 54

CLASSIFICATION BY INCOME **DIOCESE:**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	59	50 of under 300 6 „ 300— 500 3 „ 501— 1,000	7,705	158	7,863
£201—250	60	39 of under 300 15 „ 300— 500 5 „ 501— 1,000 1 „ 1,001— 4,000	13,066	289	13,355
£251—300	55	18 of under 300 19 „ 300— 500 15 „ 501— 1,000 2 „ 1,001— 4,000 1 „ 4,001—10,000	14,624	383	15,007
£301—350	52	13 of under 300 18 „ 300— 500 14 „ 501— 1,000 7 „ 1,001— 4,000	16,430	370	16,800
£351—400	42	12 of under 300 11 „ 300— 500 10 „ 501— 1,000 7 „ 1,001— 4,000 2 „ 4,001—10,000	15,266	541	15,807
£401—500	37	7 of under 300 11 „ 300— 500 12 „ 501— 1,000 6 „ 1,001— 4,000 1 „ 4,001—10,000	15,872	574	16,446
Over £500	47	4 of under 300 12 „ 300— 500 19 „ 501— 1,000 10 „ 1,001— 4,000 2 „ 4,001—10,000	32,443	467	32,910
TOTAL	352	143 of under 300 92 „ 300— 500 78 „ 501— 1,000 33 „ 1,001— 4,000 6 „ 4,001—10,000	115,406	2,782	118,188

HEREFORD CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	143	50 of £200 & under 39 ,, 201—250 18 ,, 251—300 13 ,, 301—350 12 ,, 351—400 7 ,, 401—500 4 ,, over 500
300—500	92	6 of £200 & under 15 ,, 201—250 19 ,, 251—300 18 ,, 301—350 11 ,, 351—400 11 ,, 401—500 12 ,, over 500
501—1,000	78	3 of £200 & under 5 ,, 201—250 15 ,, 251—300 14 ,, 301—350 10 ,, 351—400 12 ,, 401—500 19 ,, over 500
1,001—4,000	33	1 of £201—250 2 ,, 251—300 7 ,, 301—350 7 ,, 351—400 6 ,, 401—500 10 ,, over 500
4,001—10,000	6	1 of £251—300 2 ,, 351—400 1 ,, 401—500 2 ,, over 500
Over 10,000	Nil	
TOTAL	352	59 of £200 & under 60 ,, 201—250 55 ,, 251—300 52 ,, 301—350 42 ,, 351—400 37 ,, 401—500 47 ,, over 500

Number of incumbents 312
Number of curates 31

CLASSIFICATION BY INCOME — DIOCESE :

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income. From Endowments.	Net Income. From Unsecured Sources.	Total.
			£	£	£
£200 & under	31	18 of under 300 8 ,, 300— 500 3 ,, 501— 1,000 2 ,, 1,001— 4,000	3,898	235	4,133
£201—250	47	12 of under 300 15 ,, 300— 500 14 ,, 501— 1,000 6 ,, 1,001— 4,000	9,859	598	10,457
£251—300	72	12 of under 300 12 ,, 300— 500 21 ,, 501— 1,000 18 ,, 1,001— 4,000 9 ,, 4,001—10,000	18,250	1,617	19,867
£301—350	108	8 of under 300 9 ,, 300— 500 17 ,, 501— 1,000 44 ,, 1,001— 4,000 26 ,, 4,001—10,000 4 ,, over 10,000	31,172	3,677	34,849
£351—400	73	4 of under 300 5 ,, 300— 500 7 ,, 501— 1,000 9 ,, 1,001— 4,000 41 ,, 4,001—10,000 7 ,, over 10,000	23,027	3,969	26,996
£401—500	62	4 of under 300 13 ,, 300— 500 6 ,, 501— 1,000 20 ,, 1,001— 4,000 14 ,, 4,001—10,000 5 ,, over 10,000	24,309	2,990	27,299
Over £500	74	2 of under 300 7 ,, 300— 500 22 ,, 501— 1,000 15 ,, 1,001— 4,000 19 ,, 4,001—10,000 9 ,, over 10,000	54,135	3,908	58,043
TOTAL	467	60 of under 300 69 ,, 300— 500 90 ,, 501— 1,000 114 ,, 1,001— 4,000 109 ,, 4,001—10,000 25 ,, over 10,000	164,650	16,994	181,644

LICHFIELD CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	60	18 of £200 & under 12 ,, 201—250 12 ,, 251—300 8 ,, 301—350 4 ,, 351—400 4 ,, 401—500 2 ,, over 500
300—500	69	8 of £200 & under 15 ,, 201—250 12 ,, 251—300 9 ,, 301—350 5 ,, 351—400 13 ,, 401—500 7 ,, over 500
501—1,000	90	3 of £200 & under 14 ,, 201—250 21 ,, 251—300 17 ,, 301—350 7 ,, 351—400 6 ,, 401—500 22 ,, over 500
1,001—4,000	114	2 of £200 & under 6 ,, 201—250 18 ,, 251—300 44 ,, 301—350 9 ,, 351—400 20 ,, 401—500 15 ,, over 500
4,001—10,000	109	9 of £251—300 26 ,, 301—350 41 ,, 351—400 14 ,, 401—500 19 ,, over 500
Over 10,000	25	4 of £301—350 7 ,, 351—400 5 ,, 401—500 9 ,, over 500
TOTAL	467	31 of £200 & under 47 ,, 201—250 72 ,, 251—300 108 ,, 301—350 73 ,, 351—400 62 ,, 401—500 74 ,, over 500

Number of incumbents 456
Number of curates 191

Note.—There is one Sinecure in this Diocese, *i. e.* Cresswell (included in the Summaries). There is a population of 46, no church (only "ancient ruins"), and a net income of £18. The benefice of Seighford is held in plurality.

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	53	40 of under 300 11 „ 300— 500 1 „ 501— 1,000 1 „ 1,001— 4,000	6,554	134	6,688
£201—250	80	38 of under 300 25 „ 300— 500 11 „ 501— 1,000 6 „ 1,001— 4,000	17,547	447	17,994
£251—300	84	25 of under 300 26 „ 300— 500 20 „ 501— 1,000 13 „ 1,001— 4,000	22,600	626	23,226
£301—350	85	33 of under 300 19 „ 300— 500 15 „ 501— 1,000 16 „ 1,001— 4,000 2 „ 4,001—10,000	26,905	728	27,633
£351—400	56	10 of under 300 11 „ 300— 500 11 „ 501— 1,000 15 „ 1,001— 4,000 9 „ 4,001—10,000	19,947	936	20,883
£401—500	75	28 of under 300 15 „ 300— 500 14 „ 501— 1,000 11 „ 1,001— 4,000 3 „ 4,001—10,000 4 „ over 10,000	32,489	849	33,338
Over £500	127	25 of under 300 27 „ 300— 500 38 „ 501— 1,000 26 „ 1,001— 4,000 8 „ 4,001—10,000 3 „ over 10,000	90,578	1,496	92,074
TOTAL	560	199 of under 300 134 „ 300— 500 110 „ 501— 1,000 88 „ 1,001— 4,000 22 „ 4,001—10,000 7 „ over 10,000	216,620	5,216	221,836

LINCOLN CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	199	40 of £200 & under 38 ,, 201—250 25 ,, 251—300 33 ,, 301—350 10 ,, 351—400 28 ,, 401—500 25 ,, over 500
300—500	134	11 of £200 & under 25 ,, 201—250 26 ,, 251—300 19 ,, 301—350 11 ,, 351—400 15 ,, 401—500 27 ,, over 500
501—1,000	110	1 of £200 & under 11 ,, 201—250 20 ,, 251—300 15 ,, 301—350 11 ,, 351—400 14 ,, 401—500 38 ,, over 500
1,001—4,000	88	1 of £200 & under 6 ,, 201—250 13 ,, 251—300 16 ,, 301—350 15 ,, 351—400 11 ,, 401—500 26 ,, over 500
4,001—10,000	22	2 of £301—350 9 ,, 351—400 3 ,, 401—500 8 ,, over 500
Over 10,000	7	4 of £401—500 3 ,, over 500
TOTAL	560	53 of £200 & under 80 ,, 201—250 84 ,, 251—300 85 ,, 301—350 56 ,, 351—400 75 ,, 401—500 127 ,, over 500

Number of incumbents 523
Number of curates 63

Note.—There are two benefices (Harpswell and Kirkstead) with no endowment. Harpswell is held by the Vicar of Glentworth, Kirkstead is vacant. The population in each case is under 150.

Wykeham Chapel (income £22, no population) is held by the incumbent of Burton le Coggles. These three are all included in the tabulation.

CLASSIFICATION BY INCOME **DIOCESE:**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	1	1 of 501— 1,000	48	16	64
£201—250	Nil				
£251—300	9	1 of 300— 500 2 ,, 501— 1,000 5 ,, 1,001— 4,000 1 ,, 4,001—10,000	2,103	412	2,515
£301—350	33	19 of 1,001— 4,000 12 ,, 4,001—10,000 2 ,, over 10,000	8,802	2,072	10,874
£351—400	60	2 of 300— 500 1 ,, 501— 1,000 6 ,, 1,001— 4,000 44 ,, 4,001—10,000 7 ,, over 10,000	17,770	4,552	22,322
£401—500	66	1 of under 300 1 ,, 501— 1,000 12 ,, 1,001— 4,000 28 ,, 4,001—10,000 24 ,, over 10,000	18,828	10,145	28,973
Over £500	51	21 of 1,001— 4,000 16 ,, 4,001—10,000 14 ,, over 10,000	32,933	13,595	46,528
TOTAL	220 ,, ,,	1 of under 300 3 ,, 300— 500 5 ,, 501— 1,000 63 ,, 1,001— 4,000 101 ,, 4,001—10,000 47 ,, over 10,000	80,484	30,792	111,276

LIVERPOOL CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	1	1 of £401—500
300—500	3	1 of £251—300 2 „ 351—400
501—1,000	5	1 of £200 & under 2 „ 251—300 1 „ 351—400 1 „ 401—500
1,001—4,000	63	5 of £251—300 19 „ 301—350 6 „ 351—400 12 „ 401—500 21 „ over 500
4,001—10,000	101	1 of £251—300 12 „ 301—350 44 „ 351—400 28 „ 401—500 16 „ over 500
Over 10,000	47	2 of £301—350 7 „ 351—400 24 „ 401—500 14 „ over 500
TOTAL	220	1 of £200 & under 9 „ 251—300 33 „ 301—350 60 „ 351—400 66 „ 401—500 51 „ over 500

Number of incumbents 220
Number of curates 122

CLASSIFICATION BY INCOME **DIOCESE:**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
£200 & under	Nil		£	£	£
£201—250	14	2 of under 300 2 ,, 300— 500 5 ,, 501— 1,000 3 ,, 1,001— 4,000 2 ,, 4,001—10,000	3,099	268	3,367
£251—300	55	5 of under 300 8 ,, 300— 500 11 ,, 501— 1,000 16 ,, 1,001— 4,000 14 ,, 4,001—10,000 1 ,, over 10,000	14,022	1,522	15,544
£301—350	185	2 of under 300 4 ,, 300— 500 6 ,, 501— 1,000 79 ,, 1,001— 4,000 83 ,, 4,001—10,000 11 ,, over 10,000	52,745	6,753	59,498
£351—400	133	2 of 300— 500 3 ,, 501— 1,000 42 ,, 1,001— 4,000 74 ,, 4,001—10,000 12 ,, over 10,000	39,927	10,013	49,940
£401—500	142	1 of under 300 1 ,, 300— 500 6 ,, 501— 1,000 34 ,, 1,001— 4,000 76 ,, 4,001—10,000 24 ,, over 10,000	44,866	17,666	62,532
Over £500	79	4 of 501— 1,000 24 ,, 1,001— 4,000 35 ,, 4,001—10,000 16 ,, over 10,000	56,687	10,339	67,026
TOTAL	608	10 of under 300 17 ,, 300— 500 35 ,, 501— 1,000 198 ,, 1,001— 4,000 284 ,, 4,001—10,000 64 ,, over 10,000	211,346	46,561	257,907

MANCHESTER CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	10	2 of £201—250 5 ,, 251—300 2 ,, 301—350 1 ,, 401—500
300—500	17	2 of £201—250 8 ,, 251—300 4 ,, 301—350 2 ,, 351—400 1 ,, 401—500
501—1,000	35	5 of £201—250 11 ,, 251—300 6 ,, 301—350 3 ,, 351—400 6 ,, 401—500 4 ,, over 500
1,001—4,000	198	3 of £201—250 16 ,, 251—300 79 ,, 301—350 42 ,, 351—400 34 ,, 401—500 24 ,, over 500
4,001—10,000	284	2 of £201—250 14 ,, 251—300 83 ,, 301—350 74 ,, 351—400 76 ,, 401—500 35 ,, over 500
Over 10,000	64	1 of £251—300 11 ,, 301—350 12 ,, 351—400 24 ,, 401—500 16 ,, over 500
TOTAL	608	14 of £201—250 55 ,, 251—300 185 ,, 301—350 133 ,, 351—400 142 ,, 401—500 79 ,, over 500

Number of incumbents 608
Number of curates 233

CLASSIFICATION BY INCOME **DIOCESE:**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	8	7 of under 300 1 „ 300— 500	1,079	49	1,128
£201—250	5	3 of under 300 1 „ 501— 1,000 1 „ 1,001— 4,000	1,077	44	1,121
£251—300	26	5 of under 300 3 „ 300— 500 13 „ 501— 1,000 4 „ 1,001— 4,000 1 „ 4,001—10,000	6,819	389	7,208
£301—350	35	1 of under 300 4 „ 300— 500 7 „ 501— 1,000 15 „ 1,001— 4,000 5 „ 4,001—10,000 3 „ over 10,000	10,932	572	11,504
£351—400	41	4 of under 300 3 „ 300— 500 7 „ 501— 1,000 7 „ 1,001— 4,000 16 „ 4,001—10,000 4 „ over 10,000	13,554	1,649	15,203
£401—500	30	1 of 300— 500 3 „ 501— 1,000 6 „ 1,001— 4,000 12 „ 4,001—10,000 8 „ over 10,000	11,401	1,826	13,227
Over £500	38	5 of 300— 500 6 „ 501— 1,000 13 „ 1,001— 4,000 10 „ 4,001—10,000 4 „ over 10,000	28,131	2,644	30,775
TOTAL	183	20 of under 300 17 „ 300— 500 37 „ 501— 1,000 46 „ 1,001— 4,000 44 „ 4,001—10,000 19 „ over 10,000	72,993	7,173	80,166

NEWCASTLE CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	20	7 of £200 & under 3 ,, 201—250 5 ,, 251—300 1 ,, 301—350 4 ,, 351—400
300—500	17	1 of £200 & under 3 ,, 251—300 4 ,, 301—350 3 ,, 351—400 1 ,, 401—500 5 ,, over 500
501—1,000	37	1 of £201—250 13 ,, 251—300 7 ,, 301—350 7 ,, 351—400 3 ,, 401—500 6 ,, over 500
1,001—4,000	46	1 of £201—250 4 ,, 251—300 15 ,, 301—350 7 ,, 351—400 6 ,, 401—500 13 ,, over 500
4,001—10,000	44	1 of £251—300 5 ,, 301—350 16 ,, 351—400 12 ,, 401—500 10 ,, over 500
Over 10,000	19	3 of £301—350 4 ,, 351—400 8 ,, 401—500 4 ,, over 500
TOTAL	183	8 of £200 & under 5 ,, 201—250 26 ,, 251—300 35 ,, 301—350 41 ,, 351—400 30 ,, 401—500 38 ,, over 500

Number of incumbents 179
Number of curates 87

CLASSIFICATION BY INCOME **DIOCESE:**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
£200 & under	66	53 of under 300 8 ,, 300— 500 4 ,, 501— 1,000 1 ,, 1,001— 4,000	£ 8,099	£ 67	8,166
£201—250	77	45 of under 300 20 ,, 300— 500 8 ,, 501— 1,000 3 ,, 1,001— 4,000 1 ,, 4,001—10,000	17,023	415	17,438
£251—300	65	28 of under 300 13 ,, 300— 500 18 ,, 501— 1,000 6 ,, 1,001— 4,000	17,225	550	17,775
£301—350	65	19 of under 300 15 ,, 300— 500 16 ,, 501— 1,000 13 ,, 1,001— 4,000 2 ,, 4,001—10,000	20,159	583	20,742
£351—400	56	17 of under 300 12 ,, 300— 500 8 ,, 501— 1,000 8 ,, 1,001— 4,000 10 ,, 4,001—10,000 1 ,, over 10,000	19,783	1,192	20,975
£401—500	82	25 of under 300 27 ,, 300— 500 19 ,, 501— 1,000 8 ,, 1,001— 4,000 3 ,, 4,001—10,000	35,985	1,014	36,999
Over £500	147	13 of under 300 44 ,, 300— 500 57 ,, 501— 1,000 24 ,, 1,001— 4,000 6 ,, 4,001—10,000 3 ,, over 10,000	95,190	2,875	98,065
TOTAL	558	200 of under 300 139 ,, 300— 500 130 ,, 501— 1,000 63 ,, 1,001— 4,000 22 ,, 4,001—10,000 4 ,, over 10,000	213,464	6,696	220,160

NORWICH CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	200	53 of £200 & under 45 ,, 201—250 28 ,, 251—300 19 ,, 301—350 17 ,, 351—400 25 ,, 401—500 13 ,, over 500
300—500	139	8 of £200 & under 20 ,, 201—250 13 ,, 251—300 15 ,, 301—350 12 ,, 351—400 27 ,, 401—500 44 ,, over 500
501—1,000	130	4 of £200 & under 8 ,, 201—250 18 ,, 251—300 16 ,, 301—350 8 ,, 351—400 19 ,, 401—500 57 ,, over 500
1,001—4,000	63	1 of £200 & under 3 ,, 201—250 6 ,, 251—300 13 ,, 301—350 8 ,, 351—400 8 ,, 401—500 24 ,, over 500
4,001—10,000	22	1 of £201—250 2 ,, 301—350 10 ,, 351—400 3 ,, 401—500 6 ,, over 500
Over 10,000	4	1 of £351—400 3 ,, over 500
TOTAL	558	66 of £200 & under 77 ,, 201—250 65 ,, 251—300 65 ,, 301—350 56 ,, 351—400 82 ,, 401—500 147 ,, over 500

Number of incumbents 511
Number of curates 69

Note.—There are two Sinecures in this Diocese (included in the tabulation):
Bawsey . . . . . Population 75. No church. Income from endowment £80.
Bayfield . . . . . ,, 74. Church in ruins. ,, ,, ,, £147.
Also one endowed chapel (Yarmouth St. George) in the parish of Yarmouth. It has no legal cure of souls.

CLASSIFICATION BY INCOME **DIOCESE:**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	74	52 of under 300 12 ,, 300— 500 9 ,, 501— 1,000 1 ,, 1,001— 4,000	11,168	275	11,443
£201—250	104	59 of under 300 26 ,, 300— 500 15 ,, 501— 1,000 4 ,, 1,001— 4,000	22,572	786	23,358
£251—300	97	28 of under 300 24 ,, 300— 500 28 ,, 501— 1,000 16 ,, 1,001— 4,000 1 ,, 4,001—10,000	25,394	1,182	26,576
£301—350	96	18 of under 300 20 ,, 300— 500 22 ,, 501— 1,000 34 ,, 1,001— 4,000 2 ,, 4,001—10,000	28,984	2,032	31,016
£351—400	76	15 of under 300 11 ,, 300— 500 13 ,, 501— 1,000 26 ,, 1,001— 4,000 11 ,, 4,001—10,000	25,629	2,891	28,520
£401—500	76	17 of under 300 14 ,, 300— 500 17 ,, 501— 1,000 19 ,, 1,001— 4,000 8 ,, 4,001—10,000 1 ,, over 10,000	31,122	2,932	34,054
Over £500	124	13 of under 300 27 ,, 300— 500 40 ,, 501— 1,000 32 ,, 1,001— 4,000 9 ,, 4,001—10,000 3 ,, over 10,000	83,806	3,190	86,996
TOTAL	647	202 of under 300 134 ,, 300— 500 144 ,, 501— 1,000 132 ,, 1,001— 4,000 31 ,, 4,001—10,000 4 ,, over 10,000	228,675	13,288	241,963

OXFORD CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	202	52 of £200 & under 59 ,, 201—250 28 ,, 251—300 18 ,, 301—350 15 ,, 351—400 17 ,, 401—500 13 ,, over 500
300—500	134	12 of £200 & under 26 ,, 201—250 24 ,, 251—300 20 ,, 301—350 11 ,, 351—400 14 ,, 401—500 27 ,, over 500
501—1,000	144	9 of £200 & under 15 ,, 201—250 28 ,, 251—300 22 ,, 301—350 13 ,, 351—400 17 ,, 401—500 40 ,, over 500
1,001—4,000	132	1 of £200 & under 4 ,, 201—250 16 ,, 251—300 34 ,, 301—350 26 ,, 351—400 19 ,, 401—500 32 ,, over 500
4,001—10,000	31	1 of £251—300 2 ,, 301—350 11 ,, 351—400 8 ,, 401—500 9 ,, over 500
Over 10,000	4	1 of £401—500 3 ,, over 500
TOTAL	647	74 of £200 & under 104 ,, 201—250 97 ,, 251—300 96 ,, 301—350 76 ,, 351—400 76 ,, 401—500 124 ,, over 500

Number of incumbents 620
Number of curates 144

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	61	54 of under 300 6 ,, 300— 500 1 ,, 501— 1,000	8,175	150	8,325
£201—250	60	35 of under 300 11 ,, 300— 500 9 ,, 501— 1,000 5 ,, 1,001— 4,000	13,261	291	13,552
£251—300	81	29 of under 300 16 ,, 300— 500 17 ,, 501— 1,000 17 ,, 1,001— 4,000 2 ,, 4,001—10,000	21,896	745	22,641
£301—350	101	33 of under 300 15 ,, 300— 500 21 ,, 501— 1,000 23 ,, 1,001— 4,000 8 ,, 4,001—10,000 1 ,, over 10,000	31,420	1,354	32,774
£351—400	78	19 of under 300 10 ,, 300— 500 9 ,, 501— 1,000 21 ,, 1,001— 4,000 16 ,, 4,001—10,000 3 ,, over 10,000	27,461	1,783	29,244
£401—500	80	21 of under 300 20 ,, 300— 500 11 ,, 501— 1,000 9 ,, 1,001— 4,000 14 ,, 4,001—10,000 5 ,, over 10,000	33,533	2,343	35,876
Over 500	132	20 of under 300 24 ,, 300— 500 41 ,, 501— 1,000 33 ,, 1,001— 4,000 13 ,, 4,001—10,000 1 ,, over 10,000	91,102	3,101	94,203
TOTAL	593	211 of under 300 102 ,, 300— 500 109 ,, 501— 1,000 108 ,, 1,001— 4,000 53 ,, 4,001—10,000 10 ,, over 10,000	226,848	9,767	236,615

PETERBOROUGH CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	211	54 of £200 & under 35 „ 201—250 29 „ 251—300 33 „ 301—350 19 „ 351—400 21 „ 401—500 20 „ over 500
300—500	102	6 of £200 & under 11 „ 201—250 16 „ 251—300 15 „ 301—350 10 „ 351—400 20 „ 401—500 24 „ over 500
501—1,000	109	1 of £200 & under 9 „ 201—250 17 „ 251—300 21 „ 301—350 9 „ 351—400 11 „ 401—500 41 „ over 500
1,001—4,000	108	5 of £201—250 17 „ 251—300 23 „ 301—350 21 „ 351—400 9 „ 401—500 33 „ over 500
4,001—10,000	53	2 of £251—300 8 „ 301—350 16 „ 351—400 14 „ 401—500 13 „ over 500
Over 10,000	10	1 of £301—350 3 „ 351—400 5 „ 401—500 1 „ over 500
TOTAL	593	61 of £200 & under 60 „ 201—250 81 „ 251—300 101 „ 301—350 78 „ 351—400 80 „ 401—500 132 „ over 500

Number of incumbents 558
Number of curates 78

CLASSIFICATION BY INCOME **DIOCESE:**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	13	9 of under 300 1 ,, 300— 500 2 ,, 501— 1,000 1 ,, 4,001—10,000	1,575	57	1,632
£201—250	24	11 of under 300 6 ,, 300— 500 6 ,, 501— 1,000 1 ,, 1,001— 4,000	5,168	132	5,300
£251—300	30	4 of under 300 9 ,, 300— 500 11 ,, 501— 1,000 4 ,, 1,001— 4,000 2 ,, 4,001—10,000	7,995	384	8,379
£301—350	44	5 of under 300 10 ,, 300— 500 13 ,, 501— 1,000 9 ,, 1,001— 4,000 7 ,, 4,001—10,000	13,503	747	14,250
£351—400	29	3 of under 300 3 ,, 300— 500 1 ,, 501— 1,000 3 ,, 1,001— 4,000 17 ,, 4,001—10,000 2 ,, over 10,000	9,973	758	10,731
£401—500	34	3 of 300— 500 3 ,, 501— 1,000 10 ,, 1,001— 4,000 11 ,, 4,001—10,000 7 ,, over 10,000	12,517	2,257	14,774
Over 500	52	1 of under 300 6 ,, 300— 500 15 ,, 501— 1,000 16 ,, 1,001— 4,000 10 ,, 4,001—10,000 4 ,, over 10,000	37,714	3,251	40,965
TOTAL	226	33 of under 300 38 ,, 300— 500 51 ,, 501— 1,000 43 ,, 1,001— 4,000 48 ,, 4,001—10,000 13 ,, over 10,000	88,445	7,586	96,031

RIPON CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	33	9 of £200 & under 11 ,, 201—250 4 ,, 251—300 5 ,, 301—350 3 ,, 351—400 1 ,, over 500
300—500	38	1 of £200 & under 6 ,, 201—250 9 ,, 251—300 10 ,, 301—350 3 ,, 351—400 3 ,, 401—500 6 ,, over 500
501—1,000	51	2 of £200 & under 6 ,, 201—250 11 ,, 251—300 13 ,, 301—350 1 ,, 351—400 3 ,, 401—500 15 ,, over 500
1,001—4,000	43	1 of £201—250 4 ,, 251—300 9 ,, 301—350 3 ,, 351—400 10 ,, 401—500 16 ,, over 500
4,001—10,000	48	1 of £200 & under 2 ,, 251—300 7 ,, 301—350 17 ,, 351—400 11 ,, 401—500 10 ,, over 500
Over 10,000	13	2 of £351—400 7 ,, 401—500 4 ,, over 500
TOTAL	226	13 of £200 & under 24 ,, 201—250 30 ,, 251—300 44 ,, 301—350 29 ,, 351—400 34 ,, 401—500 52 ,, over 500

Number of incumbents 220
Number of curates 79

Note.—Richmond Holy Trinity (included in the Summaries) is a perpetual curacy, held by the incumbent of Richmond. There is no population, but an income of £122.

Ripon Cathedral parish church (included in the Summaries). The two Minor Canons, as "curates" of the Dean and Chapter of Ripon, do the duty of the Cure of Souls.

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	3	3 of under 300	431	12	443
£201—250	6	4 of under 300 2 ,, 1,001— 4,000	1,223	149	1,372
£251—300	30	3 of under 300 4 ,, 300— 500 10 ,, 501— 1,000 7 ,, 1,001— 4,000 5 ,, 4,001—10,000 1 ,, over 10,000	6,780	1,451	8,231
£301—350	36	2 of under 300 2 ,, 300— 500 9 ,, 501— 1,000 16 ,, 1,001— 4,000 4 ,, 4,001—10,000 3 ,, over 10,000	10,326	1,374	11,700
£351—400	22	1 of under 300 1 ,, 300— 500 3 ,, 501— 1,000 9 ,, 1,001— 4,000 8 ,, 4,001—10,000	7,041	1,188	8,229
£401—500	39	4 of under 300 4 ,, 300— 500 6 ,, 501— 1,000 18 ,, 1,001— 4,000 6 ,, 4,001—10,000 1 ,, over 10,000	14,200	3,273	17,473
Over £500	67	2 of under 300 3 ,, 300— 500 10 ,, 501— 1,000 30 ,, 1,001— 4,000 19 ,, 4,001—10,000 3 ,, over 10,000	35,570	10,738	46,308
TOTAL	203	19 of under 300 14 ,, 300— 500 38 ,, 501— 1,000 82 ,, 1,001— 4,000 42 ,, 4,001—10,000 8 ,, over 10,000	75,571	18,185	93,756

ROCHESTER CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	19	3 of £200 & under 4 ,, 201—250 3 ,, 251—300 2 ,, 301—350 1 ,, 351—400 4 ,, 401—500 2 ,, over 500
300—500	14	4 of £251—300 2 ,, 301—350 1 ,, 351—400 4 ,, 401—500 3 ,, over 500
501—1,000	38	10 of £251—300 9 ,, 301—350 3 ,, 351—400 6 ,, 401—500 10 ,, over 500
1,001—4,000	82	2 of £201—250 7 ,, 251—300 16 ,, 301—350 9 ,, 351—400 18 ,, 401—500 30 ,, over 500
4,001—10,000	42	5 of £251—300 4 ,, 301—350 8 ,, 351—400 6 ,, 401—500 19 ,, over 500
Over 10,000	8	1 of £251—300 3 ,, 301—350 1 ,, 401—500 3 ,, over 500
TOTAL	203	3 of £200 & under 6 ,, 201—250 30 ,, 251—300 36 ,, 301—350 22 ,, 351—400 39 ,, 401—500 67 ,, over 500

Number of incumbents 201
Number of curates 97

Note.—Merston (or Mareston)—included in the tabulation—is a Sinecure Rectory, with no population, no church, and an income of £73. It is held with the rectory of Milton with Denton.

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	19	9 of under 300 6 „ 300— 500 2 „ 501— 1,000 2 „ 1,001— 4,000	2,576	70	2,646
£201—250	38	11 of under 300 12 „ 300— 500 10 „ 501— 1,000 5 „ 1,001— 4,000	8,314	319	8,633
£251—300	48	15 of under 300 9 „ 300— 500 16 „ 501— 1,000 6 „ 1,001— 4,000 2 „ 4,001—10,000	12,627	589	13,216
£301—350	42	6 of under 300 5 „ 300— 500 13 „ 501— 1,000 17 „ 1,001— 4,000 1 „ 4,001—10,000	12,380	1,201	13,581
£351—400	42	5 of under 300 6 „ 300— 500 9 „ 501— 1,000 13 „ 1,001— 4,000 9 „ 4,001—10,000	13,828	1,967	15,795
£401—500	52	2 of under 300 11 „ 300— 500 9 „ 501— 1,000 21 „ 1,001— 4,000 7 „ 4,001—10,000 2 „ over 10,000	19,201	4,006	23,207
Over £500	67	6 of 300— 500 20 „ 501— 1,000 24 „ 1,001— 4,000 16 „ 4,001—10,000 1 „ over 10,000	45,454	2,777	48,231
TOTAL	308	48 of under 300 55 „ 300— 500 79 „ 501— 1,000 88 „ 1,001— 4,000 35 „ 4,001—10,000 3 „ over 10,000	114,380	10,929	125,309

ST. ALBANS CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	48	9 of £200 & under 11 ,, 201—250 15 ,, 251—300 6 ,, 301—350 5 ,, 351—400 2 ,, 401—500
300—500	55	6 of £200 & under 12 ,, 201—250 9 ,, 251—300 5 ,, 301—350 6 ,, 351—400 11 ,, 401—500 6 ,, over 500
501—1,000	79	2 of £200 & under 10 ,, 201—250 16 ,, 251—300 13 ,, 301—350 9 ,, 351—400 9 ,, 401—500 20 ,, over 500
1,001—4,000	88	2 of £200 & under 5 ,, 201—250 6 ,, 251—300 17 ,, 301—350 13 ,, 351—400 21 ,, 401—500 24 ,, over 500
4,001—10,000	35	2 of £251—300 1 ,, 301—350 9 ,, 351—400 7 ,, 401—500 16 ,, over 500
Over 10,000	3	2 of £401—500 1 ,, over 500
TOTAL	308	19 of £200 & under 38 ,, 201—250 48 ,, 251—300 42 ,, 301—350 42 ,, 351—400 52 ,, 401—500 67 ,, over 500

Number of incumbents 300
Number of curates 93

CLASSIFICATION BY INCOME **DIOCESE:**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	52	38 of under 300 12 ,, 300— 500 2 ,, 501— 1,000	6,168	95	6,263
£201—250	45	21 of under 300 14 ,, 300— 500 8 ,, 501— 1,000 2 ,, 1,001— 4,000	9,870	246	10,116
£251—300	49	20 of under 300 9 ,, 300— 500 13 ,, 501— 1,000 6 ,, 1,001— 4,000 1 ,, 4,001—10,000	12,791	657	13,448
£301—350	54	20 of under 300 13 ,, 300— 500 8 ,, 501— 1,000 12 ,, 1,001— 4,000 1 ,, 4,001—10,000	16,900	672	17,572
£351—400	50	18 of under 300 13 ,, 300— 500 8 ,, 501— 1,000 4 ,, 1,001— 4,000 7 ,, 4,001—10,000	18,072	727	18,799
£401—500	62	13 of under 300 22 ,, 300— 500 12 ,, 501— 1,000 9 ,, 1,001— 4,000 6 ,, 4,001—10,000	26,160	1,349	27,509
Over £500	116	9 of under 300 36 ,, 300— 500 54 ,, 501— 1,000 14 ,, 1,001— 4,000 3 ,, 4,001—10,000	78,203	1,105	79,308
TOTAL	428	139 of under 300 119 ,, 300— 500 105 ,, 501— 1,000 47 ,, 1,001— 4,000 18 ,, 4,001—10,000	168,164	4,851	173,015

ST. ED. & IPS. CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	139	38 of £200 & under 21 ,, 201—250 20 ,, 251—300 20 ,, 301—350 18 ,, 351—400 13 ,, 401—500 9 ,, over 500
300—500	119	12 of £200 & under 14 ,, 201—250 9 ,, 251—300 13 ,, 301—350 13 ,, 351—400 22 ,, 401—500 36 ,, over 500
501—1,000	105	2 of £200 & under 8 ,, 201—250 13 ,, 251—300 8 ,, 301—350 8 ,, 351—400 12 ,, 401—500 54 ,, over 500
1,001—4,000	47	2 of £201—250 6 ,, 251—300 12 ,, 301—350 4 ,, 351—400 9 ,, 401—500 14 ,, over 500
4,001—10,000	18	1 of £251—300 1 ,, 301—350 7 ,, 351—400 6 ,, 401—500 3 ,, over 500
Over 10,000	Nil	
TOTAL	428	52 of £200 & under 45 ,, 201—250 49 ,, 251—300 54 ,, 301—350 50 ,, 351—400 62 ,, 401—500 116 ,, over 500

Number of incumbents 389
Number of curates 49

CLASSIFICATION BY INCOME DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	59	48 of under 300 8 „ 300— 500 3 „ 501— 1,000	7,146	118	7,264
£201—250	73	47 of under 300 11 „ 300— 500 8 „ 501— 1,000 6 „ 1,001— 4,000 1 „ 4,001—10,000	15,788	722	16,510
£251—300	76	20 of under 300 25 „ 300— 500 21 „ 501— 1,000 8 „ 1,001— 4,000 2 „ 4,001—10,000	19,821	1,065	20,886
£301—350	72	18 of under 300 20 „ 300— 500 23 „ 501— 1,000 11 „ 1,001— 4,000	22,570	795	23,365
£351—400	44	8 of under 300 12 „ 300— 500 7 „ 501— 1,000 14 „ 1,001— 4,000 3 „ 4,001—10,000	15,074	1,394	16,468
£401—500	77	19 of under 300 18 „ 300— 500 20 „ 501— 1,000 14 „ 1,001— 4,000 5 „ 4,001—10,000 1 „ over 10,000	31,949	2,311	34,260
Over £500	87	8 of under 300 22 „ 300— 500 27 „ 501— 1,000 23 „ 1,001— 4,000 7 „ 4,001—10,000	58,329	1,739	60,068
TOTAL	488	168 of under 300 116 „ 300— 500 109 „ 501— 1,000 76 „ 1,001— 4,000 18 „ 4,001—10,000 1 „ over 10,000	170,677	8,144	178,821

SALISBURY CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	168	48 of £200 & under 47 ,, 201—250 20 ,, 251—300 18 ,, 301—350 8 ,, 351—400 19 ,, 401—500 8 ,, over 500
300—500	116	8 of £200 & under 11 ,, 201—250 25 ,, 251—300 20 ,, 301—350 12 ,, 351—400 18 ,, 401—500 22 ,, over 500
501—1,000	109	3 of £200 & under 8 ,, 201—250 21 ,, 251—300 23 ,, 301—350 7 ,, 351—400 20 ,, 401—500 27 ,, over 500
1,001—4,000	76	6 of £201—250 8 ,, 251—300 11 ,, 301—350 14 ,, 351—400 14 ,, 401—500 23 ,, over 500
4,001—10,000	18	1 of £201—250 2 ,, 251—300 3 ,, 351—400 5 ,, 401—500 7 ,, over 500
Over 10,000	1	1 of £401—500
TOTAL	488	59 of £200 & under 73 ,, 201—250 76 ,, 251—300 72 ,, 301—350 44 ,, 351—400 77 ,, 401—500 87 ,, over 500

Number of incumbents 455
Number of curates 83

Note.—There is one Sinecure (Witherstone) included in the tabulation. It has no church, a population of 19, and an income of £90. It is held with the rectory of Mapperton.

CLASSIFICATION BY INCOME **DIOCESE:**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	7	3 of under 300 2 ,, 300— 500 2 ,, 501— 1,000	1,151	54	1,205
£201—250	20	2 of under 300 7 ,, 300— 500 9 ,, 501— 1,000 1 ,, 1,001— 4,000 1 ,, 4,001—10,000	4,255	119	4,374
£251—300	9	1 of under 300 1 ,, 300— 500 5 ,, 1,001— 4,000 2 ,, 4,001—10,000	2,463	81	2,544
£301—350	35	2 of 300— 500 3 ,, 501— 1,000 14 ,, 1,001— 4,000 13 ,, 4,001—10,000 3 ,, over 10,000	10,208	1,138	11,346
£351—400	24	1 of under 300 1 ,, 501— 1,000 2 ,, 1,001— 4,000 12 ,, 4,001—10,000 8 ,, over 10,000	7,638	1,297	8,935
£401—500	28	1 of under 300 1 ,, 501— 1,000 4 ,, 1,001— 4,000 12 ,, 4,001—10,000 10 ,, over 10,000	10,404	1,962	12,366
Over £500	46	2 of under 300 4 ,, 300— 500 3 ,, 501— 1,000 11 ,, 1,001— 4,000 17 ,, 4,001—10,000 9 ,, over 10,000	30,759	5,779	36,538
TOTAL	169	10 of under 300 16 ,, 300— 500 19 ,, 501— 1,000 37 ,, 1,001— 4,000 57 ,, 4,001—10,000 30 ,, over 10,000	66,878	10,430	77,308

SHEFFIELD CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	10	3 of £200 & under 2 ,, 201—250 1 ,, 251—300 1 ,, 351—400 1 ,, 401—500 2 ,, over 500
300—500	16	2 of £200 & under 7 ,, 201—250 1 ,, 251—300 2 ,, 301—350 4 ,, over 500
501—1,000	19	2 of £200 & under 9 ,, 201—250 3 ,, 301—350 1 ,, 351—400 1 ,, 401—500 3 ,, over 500
1,001—4,000	37	1 of £201—250 5 ,, 251—300 14 ,, 301—350 2 ,, 351—400 4 ,, 401—500 11 ,, over 500
4,001—10,000	57	1 of £201—250 2 ,, 251—300 13 ,, 301—350 12 ,, 351—400 12 ,, 401—500 17 ,, over 500
Over 10,000	30	3 of £301—350 8 ,, 351—400 10 ,, 401—500 9 ,, over 500
TOTAL	169	7 of £200 & under 20 ,, 201—250 9 ,, 251—300 35 ,, 301—350 24 ,, 351—400 28 ,, 401—500 46 ,, over 500

Number of incumbents 166
Number of curates 58

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	2	1 of under 300 1 „ 501— 1,000	232	98	330
£201—250	10	1 of under 300 2 „ 300— 500 2 „ 501— 1,000 3 „ 1,001— 4,000 2 „ 4,001—10,000	1,856	368	2,224
£251—300	15	2 of under 300 2 „ 501— 1,000 3 „ 1,001— 4,000 8 „ 4,001—10,000	3,611	605	4,216
£301—350	43	4 of 501— 1,000 7 „ 1,001— 4,000 28 „ 4,001—10,000 4 „ over 10,000	10,855	3,272	14,127
£351—400	69	1 of 300— 500 14 „ 1,001— 4,000 38 „ 4,001—10,000 16 „ over 10,000	18,660	7,437	26,097
£401—500	85	1 of under 300 2 „ 300— 500 2 „ 501— 1,000 12 „ 1,001— 4,000 44 „ 4,001—10,000 24 „ over 10,000	21,036	16,687	37,723
Over £500	92	4 of 501— 1,000 21 „ 1,001— 4,000 43 „ 4,001—10,000 24 „ over 10,000	46,820	24,542	71,362
TOTAL	316	5 of under 300 5 „ 300— 500 15 „ 501— 1,000 60 „ 1,001— 4,000 163 „ 4,001—10,000 68 „ over 10,000	103,070	53,009	156,079

SOUTHWARK CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	5	1 of £200 & under 1 „ 201—250 2 „ 251—300 1 „ 401—500
300—500	5	2 of £201—250 1 „ 351—400 2 „ 401—500
501—1,000	15	1 of £200 & under 2 „ 201—250 2 „ 251—300 4 „ 301—350 2 „ 401—500 4 „ over 500
1,001—4,000	60	3 of £201—250 3 „ 251—300 7 „ 301—350 14 „ 351—400 12 „ 401—500 21 „ over 500
4,001—10,000	163	2 of £201—250 8 „ 251—300 28 „ 301—350 38 „ 351—400 44 „ 401—500 43 „ over 500
Over 10,000	68	4 of £301—350 16 „ 351—400 24 „ 401—500 24 „ over 500
TOTAL	316	2 of £200 & under 10 „ 201—250 15 „ 251—300 43 „ 301—350 69 „ 351—400 85 „ 401—500 92 „ over 500

Number of incumbents 316
Number of curates 333

CLASSIFICATION BY INCOME **DIOCESE :**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	45	28 of under 300 9 „ 300— 500 4 „ 501— 1,000 3 „ 1,001— 4,000 1 „ 4,001—10,000	5,466	283	5,749
£201—250	68	23 of under 300 15 „ 300— 500 17 „ 501— 1,000 11 „ 1,001— 4,000 2 „ 4,001—10,000	14,541	642	15,183
£251—300	66	10 of under 300 19 „ 300— 500 18 „ 501— 1,000 14 „ 1,001— 4,000 5 „ 4,001—10,000	17,410	726	18,136
£301—350	91	7 of under 300 9 „ 300— 500 16 „ 501— 1,000 37 „ 1,001— 4,000 20 „ 4,001—10,000 2 „ over 10,000	27,023	2,632	29,655
£351—400	67	5 of under 300 6 „ 300— 500 7 „ 501— 1,000 16 „ 1,001— 4,000 29 „ 4,001—10,000 4 „ over 10,000	21,093	3,827	24,920
£401—500	56	10 of under 300 6 „ 300— 500 6 „ 501— 1,000 12 „ 1,001— 4,000 14 „ 4,001—10,000 8 „ over 10,000	20,891	3,890	24,781
Over £500	99	5 of under 300 11 „ 300— 500 24 „ 501— 1,000 23 „ 1,001— 4,000 24 „ 4,001—10,000 12 „ over 10,000	67,437	3,636	71,073
TOTAL	492	88 of under 300 75 „ 300— 500 92 „ 501— 1,000 116 „ 1,001— 4,000 95 „ 4,001—10,000 26 „ over 10,000	173,861	15,636	189,497

SOUTHWELL CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	88	28 of £200 & under 23 „ 201—250 10 „ 251—300 7 „ 301—350 5 „ 351—400 10 „ 401—500 5 „ over 500
300—500	75	9 of £200 & under 15 „ 201—250 19 „ 251—300 9 „ 301—350 6 „ 351—400 6 „ 401—500 11 „ over 500
501—1,000	92	4 of £200 & under 17 „ 201—250 18 „ 251—300 16 „ 301—350 7 „ 351—400 6 „ 401—500 24 „ over 500
1,001—4,000	116	3 of £200 & under 11 „ 201—250 14 „ 251—300 37 „ 301—350 16 „ 351—400 12 „ 401—500 23 „ over 500
4,001—10,000	95	1 of £200 & under 2 „ 201—250 5 „ 251—300 20 „ 301—350 29 „ 351—400 14 „ 401—500 24 „ over 500
Over 10,000	26	2 of £301—350 4 „ 351—400 8 „ 401—500 12 „ over 500
TOTAL	492	45 of £200 & under 68 „ 201—250 66 „ 251—300 91 „ 301—350 67 „ 351—400 56 „ 401—500 99 „ over 500

Number of incumbents 471
Number of curates 153

Note.—The benefice of *Alderwasley* has no church, no endowment, and a population of 368. The legal status of the benefice or " chaplaincy " is said to be obscure.

Winkburn is claimed as a private chapel. There are no endowments, a population of 93, and one church, accommodation 100. It is served by the incumbent of Maplebeck. Both the above are included in the tabulation.

CLASSIFICATION BY INCOME — DIOCESE:

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	15	9 of under 300 3 „ 300— 500 2 „ 501— 1,000 1 „ 1,001— 4,000	2,141	37	2,178
£201—250	31	15 of under 300 5 „ 300— 500 5 „ 501— 1,000 5 „ 1,001— 4,000 1 „ 4,001—10,000	6,606	307	6,913
£251—300	43	4 of under 300 9 „ 300— 500 13 „ 501— 1,000 16 „ 1,001— 4,000 1 „ 4,001—10,000	11,588	418	12,006
£301—350	48	3 of under 300 7 „ 300— 500 10 „ 501— 1,000 24 „ 1,001— 4,000 4 „ 4,001—10,000	14,519	855	15,374
£351—400	20	2 of 300— 500 9 „ 501— 1,000 5 „ 1,001— 4,000 4 „ 4,001—10,000	6,943	453	7,396
£401—500	36	5 of under 300 1 „ 300— 500 11 „ 501— 1,000 17 „ 1,001— 4,000 2 „ 4,001—10,000	15,636	421	16,057
Over £500	39	4 of 300— 500 13 „ 501— 1,000 15 „ 1,001— 4,000 6 „ 4,001—10,000 1 „ over 10,000	27,556	425	27,981
TOTAL	232	36 of under 300 31 „ 300— 500 63 „ 501— 1,000 83 „ 1,001— 4,000 18 „ 4,001—10,000 1 „ over 10,000	84,989	2,916	87,905

TRURO CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	36	9 of £200 & under 15 ,, 201—250 4 ,, 251—300 3 ,, 301—350 5 ,, 401—500
300—500	31	3 of £200 & under 5 ,, 201—250 9 ,, 251—300 7 ,, 301—350 2 ,, 351—400 1 ,, 401—500 4 ,, over 500
501—1,000	63	2 of £200 & under 5 ,, 201—250 13 ,, 251—300 10 ,, 301—350 9 ,, 351—400 11 ,, 401—500 13 ,, over 500
1,001—4,000	83	1 of £200 & under 5 ,, 201—250 16 ,, 251—300 24 ,, 301—350 5 ,, 351—400 17 ,, 401—500 15 ,, over 500
4,001—10,000	18	1 of £201—250 1 ,, 251—300 4 ,, 301—350 4 ,, 351—400 2 ,, 401—500 6 ,, over 500
Over 10,000	1	1 of over £500
TOTAL	232	15 of £200 & under 31 ,, 201—250 43 ,, 251—300 48 ,, 301—350 20 ,, 351—400 36 ,, 401—500 39 ,, over 500

Number of incumbents 225
Number of curates 52

CLASSIFICATION BY INCOME — DIOCESE :

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	2	2 of under 300	189	3	192
£201—250	2	1 of 300— 500 1 „ 501— 1,000	458	14	472
£251—300	18	2 of 300— 500 3 „ 501— 1,000 12 „ 1,001— 4,000 1 „ 4,001—10,000	4,665	478	5,143
£301—350	49	3 of 501— 1,000 32 „ 1,001— 4,000 14 „ 4,001—10,000	14,464	1,396	15,860
£351—400	45	1 of under 300 1 „ 301— 1,000 14 „ 1,001— 4,000 29 „ 4,001—10,000	14,350	2,410	16,760
£401—500	40	1 of 501— 1,000 9 „ 1,001— 4,000 23 „ 4,001—10,000 7 „ over 10,000	13,596	3,911	17,507
Over £500	24	7 of 1,001— 4,000 16 „ 4,001—10,000 1 „ over 10,000	15,682	2,441	18,123
TOTAL	180	3 of under 300 3 „ 300— 500 9 „ 501— 1,000 74 „ 1,001— 4,000 83 „ 4,001—10,000 8 „ over 10,000	63,404	10,653	74,057

WAKEFIELD CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	3	2 of £200 & under 1 „ 351—400
300—500	3	1 of £201—250 2 „ 251—300
501—1,000	9	1 of £201—250 3 „ 251—300 3 „ 301—350 1 „ 351—400 1 „ 401—500
1,001—4,000	74	12 of £251—300 32 „ 301—350 14 „ 351—400 9 „ 401—500 7 „ over 500
4,001—10,000	83	1 of £251—300 14 „ 301—350 29 „ 351—400 23 „ 401—500 16 „ over 500
Over 10,000	8	7 of £401—500 1 „ over 500
TOTAL	180	2 of £200 & under 2 „ 201—250 18 „ 251—300 49 „ 301—350 45 „ 351—400 40 „ 401—500 24 „ over 500

Number of incumbents 178
Number of curates 65

Note.—The *Private Chapel* of West Bretton in the parish of Silkstone is served by the incumbent of Woolley, who receives the endowment. Total net income £102. Included in the tabulation.

CLASSIFICATION BY INCOME **DIOCESE:**

Range of Net Income.	No. of Benefices.	Division by Population.	Net Income.		Total.
			From Endowments.	From Unsecured Sources.	
			£	£	£
£200 & under	16	15 of under 300 1 „ 300— 500	1,873	160	2,033
£201—250	19	7 of under 300 4 „ 300— 500 4 „ 501— 1,000 4 „ 1,001— 4,000	4,194	160	4,354
£251—300	26	11 of under 300 5 „ 300— 500 6 „ 501— 1,000 2 „ 1,001— 4,000 2 „ 4,001—10,000	6,807	387	7,194
£301—350	46	7 of under 300 8 „ 300— 500 8 „ 501— 1,000 21 „ 1,001— 4,000 2 „ 4,001—10,000	13,614	1,285	14,899
£351—400	32	7 of under 300 5 „ 300— 500 4 „ 501— 1,000 8 „ 1,001— 4,000 8 „ 4,001—10,000	10,729	1,199	11,928
£401—500	24	3 of 300— 500 7 „ 501— 1,000 4 „ 1,001— 4,000 7 „ 4,001—10,000 3 „ over 10,000	8,755	1,829	10,584
Over £500	40	1 of under 300 4 „ 300— 500 12 „ 501— 1,000 14 „ 1,001— 4,000 9 „ 4,001—10,000	32,357	1,650	34,007
TOTAL	203	48 of under 300 30 „ 300— 500 41 „ 501— 1,000 53 „ 1,001— 4,000 28 „ 4,001—10,000 3 „ over 10,000	78,329	6,670	84,999

WORCESTER CLASSIFICATION BY POPULATION

Population.	No. of Benefices.	Division by Net Income.
Under 300	48	15 of £200 & under 7 „ 201—250 11 „ 251—300 7 „ 301—350 7 „ 351—400 1 „ over 500
300—500	30	1 of £200 & under 4 „ 201—250 5 „ 251—300 8 „ 301—350 5 „ 351—400 3 „ 401—500 4 „ over 500
501—1,000	41	4 of £201—250 6 „ 251—300 8 „ 301—350 4 „ 351—400 7 „ 401—500 12 „ over 500
1,001—4,000	53	4 of £201—250 2 „ 251—300 21 „ 301—350 8 „ 351—400 4 „ 401—500 14 „ over 500
4,001—10,000	28	2 of £251—300 2 „ 301—350 8 „ 351—400 7 „ 401—500 9 „ over 500
Over 10,000	3	3 of £401—500
TOTAL	203	16 of £200 & under 19 „ 201—250 26 „ 251—300 46 „ 301—350 32 „ 351—400 24 „ 401—500 40 „ over 500

Number of incumbents 193
Number of curates 52

PARSONAGE HOUSES

Explanatory Note

The following table is extracted from the returns made by the incumbents, and therefore expresses only the individual view of each incumbent.

The table is intended to indicate the cases where the incumbent enjoys substantially the benefit of a house rent free by virtue of his incumbency, or of some office held therewith. Thus there are included as parsonage houses cases such as :—

(1) Where a house is held by trustees for the occupation of the incumbent rent free or at a nominal rent.

(2) Where the incumbent is also normally or statutorily the holder of another office to which a residence is attached, *e. g.* the Vicar of S. Margaret's, Westminster, who as a Canon has a house in the precincts, or an incumbent who is also in practice always appointed Warden of an Almshouse, or a Charity, or Hospital, to which a Warden's house is attached.

(3) Where in practice for a long time the incumbent has been provided voluntarily with a house rent free or practically rent free, either by the patron or by the parish.

In City parishes especially, there is often a parsonage house which has been for many years let for offices, being in the midst of a business and not a residential area; this is treated as an " unfit " house.

Where it is stated that the parsonage house is let and no reason is given this has been treated as an " unfit " house.

PARSONAGE HOUSES

TABULATION BY DIOCESES

Diocese.	Benefices.	Incumbents.	Parsonage Houses.	"Unfit"	
				Too large.	Other reasons.
Canterbury	306	293	276	61	10
York	491	465	442	98	20
London	592	591	485	88	38
Durham	262	261	242	35	8
Winchester	572	560	504	71	8
Bath & Wells	495	467	453	85	15
Birmingham	156	153	119	26	8
Bradford	148	147	132	27	7
Bristol	187	182	168	35	13
Carlisle	299	284	290	40	14
Chelmsford	470	456	433	108	13
Chester	287	285	254	39	20
Chichester	395	382	344	56	12
Coventry...	192	179	176	42	7
Ely	306	287	281	60	9
Exeter	506	489	453	128	18
Gloucester	315	299	288	65	9
Hereford	352	312	303	43	9
Lichfield	467	456	427	84	9
Lincoln	560	523	498	99	14
Liverpool	220	220	177	34	10
Manchester	608	608	496	74	29
Newcastle	183	179	169	24	14
Norwich	558	511	483	73	10
Oxford	647	620	604	102	33
Peterborough	593	558	543	90	7
Ripon	226	220	208	50	11
Rochester	203	201	184	54	8
St. Albans	308	300	288	68	4
St. Edmundsbury & Ipswich	428	389	395	50	9
Salisbury	488	455	443	75	16
Sheffield	169	166	150	23	9
Southwark	316	316	263	41	8
Southwell	492	471	444	92	16
Truro	232	225	224	34	11
Wakefield	180	178	169	37	7
Worcester	203	193	182	41	13
Total	13,412	12,881	11,990	2,252	476

5. PROVINCIAL AND DIOCESAN LAY OFFICERS.

PAGE

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   - (*b*) The Master of the Faculties and the Registrar 357
   - (*c*) The Dean of the Arches and Judge of the Chancery Court of York, and the Registrars . 358
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COMMITTEE ON THE PROPERTY AND FINANCES OF THE CHURCH

Secretary :—Aubrey T. Lawrence (Address for Return) 1, Essex Court, Temple, E.C.4.

Return to be obtained from

(*a*) The Vicar General of the Province of (1) Canterbury, (2) York, in respect of the Office held by him.

(*b*) The Registrar of the Vicar General's Office (1) Canterbury, (2) York, in respect of the Office held by him.

of the amount of Fees and other Payments received during the Years 1912, 1914, 1916, 1918, 1920 (each Year separately) under the following heads :—

1. Collation.
2. Confirmation and consecration of Bishops.
3. Visitations.
4. (*a*) Marriage Licences (Fees of Vicar General or Registrar).
   (*b*) Marriage Licences (Surrogates' fees).
5. Miscellaneous.

Note.—If no fees have been received under any head, please insert the word "*nil.*"

Year	Head :—					
	1	2	3	4*a*	4*b*	5
1912						
1914						
1916						
1918						
1920						

General Questions :

1. What is the fee charged for ordinary Marriage Licences, and how is it divided?
2. Do you desire to make any remarks on the effect of war and post-war conditions?
3. Have you any other remarks to make?

Signed.....

Date..... Office.....

COMMITTEE ON THE PROPERTY AND FINANCES OF THE CHURCH

Secretary :—Aubrey T. Lawrence (Address for Return) 1, Essex Court, Temple, E.C.4.

Return to be obtained from

(*a*) The Master of the Faculties in respect of the Office held by him.

(*b*) The Registrar of the Faculty Office in respect of the Office held by him.

of the amount of Fees and other Payments received during the Years 1912, 1914, 1916, 1918, 1920 (each Year separately) under the following heads :—

1. Degrees.
2. Notaries (Faculties, annual certificates, etc.).
3. Pluralities.
4. (*a*) Marriage Licences, ordinary (Fees of Master of Faculties or Registrar).
   (*b*) Marriage Licences, ordinary (Surrogates' fees).
5. Marriage Licences, special.
6. Miscellaneous.

Note.—If no fees have been received under any head, please insert the word "*nil.*"

Year	Head :—						
	1	2	3	4*a*	4*b*	5	6
1912							
1914							
1916							
1918							
1920							

General Questions :

1. What is the fee charged for ordinary Marriage Licences, and how is it divided?
2. Do you desire to make any remarks on the effect of war and post-war conditions?
3. Have you any other remarks to make?

Signed.....

Date..... Office.....

COMMITTEE ON THE PROPERTY AND FINANCES OF THE CHURCH

Secretary :—Aubrey T. Lawrence (Address for Return) 1, Essex Court, Temple, E.C.4.

Return to be obtained from

(*a*) The Judge of the Arches Court of Canterbury.

(*b*) The Registrar of the Arches Court of Canterbury.

(*c*) The Judge of the Chancery Court of York.

(*d*) The Registrar of the Chancery Court of York in respect of the Office held by him.

of the amount of Fees and other Payments received during the Years 1912, 1914, 1916, 1918, 1920 (each Year separately).

Note.—If no fees have been received under any head, please insert the word "*nil.*"

Year	Amount
1912	
1914	
1916	
1918	
1920	

General Questions :

1. Do you desire to make any remarks on the effect of war and post-war conditions?
2. Have you any other remarks to make?

Signed.....

Date..... Office.....

COMMITTEE ON THE PROPERTY AND FINANCES OF THE CHURCH

Secretary :—Aubrey T. Lawrence (Address for Return) 1, Essex Court, Temple, E.C.4

Return to be obtained from

(*a*) A Diocesan Chancellor in respect of the Office held by him, *and*

(*b*) A Diocesan Registrar in respect of the Office held by him, and the Officials (if any) attached to the registry (including Surrogates).

of the amount of Fees and other Payments received during the Years 1912, 1914, 1916, 1918, 1920 (each Year separately) under the following heads :—

1. Faculties.
2. (*a*) Marriage Licences (Chancellor's or Registrar's fees).
   (*b*) Marriage Licences (Surrogates' fees).
3. Appointment to spiritual offices (*e.g.*, Archdeacons, Canons, Institutions, Licences, *including* sequestrations).
4. Consecration of Churches, Churchyards, Burial Grounds, &c.
5. Visitations.
6. Litigious fees.
7. Miscellaneous.

Note.—If no fees have been received under any head, please insert the word "*nil.*"

Diocese.....

Year	Head :—							
	1	2*a*	2*b*	3	4	5	6	7
1912								
1914								
1916								
1918								
1920								

General Questions :

1. What is the fee charged for ordinary Marriage Licences, and how is it divided?
2. Do you desire to make any remarks on the effect of war and post-war conditions?
3. Have you any other remarks to make?

Signed.....

Date..... Office.....

COMMITTEE ON THE PROPERTY AND FINANCES OF THE CHURCH.

Secretary :—AUBREY T. LAWRENCE (Address for Return), 1, Essex Court, Temple, E.C.4.

Return to be obtained from

A BISHOP'S OR ARCHBISHOP'S LEGAL SECRETARY IN RESPECT OF HIMSELF, APPARITOR, SEALER, RECORD KEEPER, AND ANY OTHER OFFICER, OF THE AMOUNT OF FEES AND OTHER PAYMENTS RECEIVED DURING THE YEARS 1912, 1914, 1916, 1918, 1920 (EACH YEAR SEPARATELY) UNDER THE FOLLOWING HEADS :—

1. Ordinations.
2. Appointments to Cure of Souls (donation, presentation, nomination, collation, institution, induction, licence, etc.).
3. Appointment to higher Ecclesiastical Offices (Bishops, Deans, Canons, etc.).
4. Consecration of Churches, Churchyards, Burial Grounds, etc.
5. Dilapidations.
6. Marriage Licences, special (Archbishop of Canterbury's Secretary).
7. Miscellaneous.

NOTE.—If no fees have been received under any head, please insert the word "*nil.*"

Diocese.....

Year 1912.	Head :—						
OFFICER.	1	2	3	4	5	6	7
Secretary							
Apparitor							
Sealer							
Record Keeper ...							
Other Officer (specifying Office)							

Year 1914.	Head :—						
OFFICER.	1	2	3	4	5	6	7
Secretary							
Apparitor							
Sealer							
Record Keeper ...							
Other Officer (specifying Office)							

Year 1916.	Head :—						
Officer.	1	2	3	4	5	6	7
Secretary							
Apparitor							
Sealer							
Record Keeper ...							
Other Officer ... (specifying Office)							

Year 1918.	Head :—						
Officer.	1	2	3	4	5	6	7
Secretary							
Apparitor							
Sealer							
Record Keeper ...							
Other Officer (specifying Office)							

Year 1920.	Head :—						
Officer.	1	2	3	4	5	6	7
Secretary							
Apparitor							
Sealer							
Record Keeper ...							
Other Officer (specifying Office)							

General Questions :

1. Do you desire to make any remarks on the effect of war and post-war conditions ?

2. Have you any other remarks to make ?

Signed.....

Date..... Office.....

COMMITTEE ON THE PROPERTY AND FINANCES OF THE CHURCH

Secretary :—AUBREY T. LAWRENCE (Address for Return) 1, Essex Court, Temple, E.C. 4.

Return to be obtained from Diocesan Surveyors.

NOTE.—It is requested that any remarks for which there is not space on the Return may be written on separate sheets with the reference numbers given.

Query.	Answer.
1. Diocese	1.
2. Date when first appointed.	2.
3. Terms of appointment :—	3.
(*a*) Period ?	(*a*)
(*b*) Whether (1) for Diocese generally, or (2) for limited district ? If (2) give particulars of district.	(*b*)
4. Number of surveys made by you under the Ecclesiastical Dilapidations Act, 1871, during the five-year period 1916–1920.	4.
(*a*) on vacancy ?	(*a*)
(*b*) on request ?	(*b*)
(*c*) on complaint ?	(*c*)
(*d*) on sequestration ?	(*d*)
5. Number of certificates under section 46 of the Act issued during the period 1916–1920 ?	5.
6. Total amount assessed during the period 1916–1920.	6.
(*a*) on vacancy ?	(*a*)
(*b*) on request ?	(*b*)
(*c*) on complaint ?	(*c*)
(*d*) on sequestration ?	(*d*)
7. Total amount of fees received under the Diocesan Scale for work under the Ecclesiastical Dilapidations Act, 1871, during the period 1916–1920 ?	7.

Signed.....

Date.....

CONSPECTUS OF DIOCESAN CHANCELLORS' RETURNS

	Years.	Canterbury.	York.*	London.†,§	Durham.	Winchester.‡
1. Faculties.	1912	£38	£57	£44	‖	£39
	1914	48	48	68	‖	33
	1916	18	30	38	‖	45
	1918	17	26	35	£12	41
	1920	170	235	138	54	126
2. Marriage Licences.	1912	22	118	174	‖	72
	1914	49	153	343	‖	147
	1916	50	202	788	‖	440
	1918	85	313	1147	774	626
	1920	117	344	558	566	389
3. Appointments to Spiritual Offices.	1912		21	26	‖	25
	1914		22	29	‖	29
	1916		13	30	‖	38
	1918		21	25	¶	36
	1920		12	48	¶	36
4, 5, 6, 7. Consecration of Churches, Visitations, Litigious, Miscellaneous.	1912	21	3	7	‖	90
	1914	27	9	38	‖	71
	1916	25	6	15	‖	4
	1918	25	Nil	4	14	66
	1920	33	Nil	4	37	56
TOTAL.	1912	£81	£199	£251	£180	£226
	1914	124	232	478	225	280
	1916	93	251	871	557	527
	1918	127	360	1,211	800	769
	1920	320	591	748	657	607

* In 1920 portion of fees received from Ripon during vacancy.
† This return was made by the late Chancellor, Sir A. B. Kempe.
‡ This return was made by the late Chancellor, Mr. G. J. Talbot, K.C.
§ 1912, 8 months only.
‖ No record of different items kept.
¶ Cannot divide 3 and 7.

CONSPECTUS OF DIOCESAN CHANCELLORS' RETURNS

	Years.	Bath and Wells.*	Birmingham.	Bradford.†	Bristol.
1. Faculties.	1912		£21		£13
	1914		28		8
	1916		13		8
	1918		13		6
	1920	£43	56	£86	38
2. Marriage Licences.	1912		30		32
	1914		54		46
	1916		168		99
	1918		278		241
	1920	165	122	147	172
3. Appointments to Spiritual Offices.	1912		11		13
	1914		8		9
	1916		5		11
	1918		12		12
	1920	25	17	13	9
4, 5, 6, 7. Consecration of Churches, Visitations, Litigious, Miscellaneous.	1912		4		11
	1914		Nil		3
	1916		5		2
	1918		Nil		Nil
	1920	8	Nil	2	Nil
TOTAL.	1912	£91	£66		£69
	1914	102	90		66
	1916	179	191		120
	1918	166	303		259
	1920	241	195	£248	219

* No *details* available before 1920.
† New Diocese: appointed February, 1920.

CONSPECTUS OF DIOCESAN CHANCELLORS' RETURNS

	Years.	Carlisle.	Chelmsford.*†	Chester.	Chichester.*	Coventry.‡
1. Faculties.	1912	£72		£38	£47	
	1914	43	£25	41	41	
	1916	37	43	38	55	
	1918	42	49	29	65	
	1920	165	115	112	176	
2. Marriage Licences.	1912	93		98	33	
	1914	105	42	144	43	
	1916	181	124	289	94	
	1918	232	174	399	135	
	1920	296	144	471	129	
3. Appointments to Spiritual Offices.	1912	14		24	17	
	1914	18	25	20	20	
	1916	21	31	14	16	
	1918	16	26	19	18	
	1920	16	22	18	26	
4, 5, 6, 7. Consecration of Churches, Visitations, Litigious, Miscellaneous.	1912	Nil		4	7	
	1914	9	17	30	17	
	1916	Nil	3	8	3	
	1918	1	4	4	9	
	1920	2	7	7	16	
TOTAL.	1912	£179		£164	£104	
	1914	175	£109	235	121	
	1916	239	201	349	168	
	1918	291	253	451	227	
	1920	479	288	608	347	

* This return was made by the late Chancellor, Sir A. B. Kempe.
† New Diocese: created 1914.
‡ New Diocese. The late Chancellor, Mr. J. S. Dugdale, K.C., died in 1920.

CONSPECTUS OF DIOCESAN CHANCELLORS' RETURNS

	Years.	Ely.*	Exeter.†	Gloucester.	Hereford.†	Lichfield.*
1. Faculties.	1912	£27		£25		£41
	1914	20		28		35
	1916	10		24		43
	1918	26		21	£14	39
	1920	102	£75	130	85	116
2. Marriage Licences.	1912	23		13		75
	1914	24		41		117
	1916	61		55		291
	1918	114		63	41	496
	1920	72	296	123	82	412
3. Appointments to Spiritual Offices.	1912	28		25		20
	1914	20		27		17
	1916	25		21		20
	1918	18		21	8	27
	1920	6	42	16	12	28
4, 5, 6, 7. Consecration of Churches, Visitations, Litigious, Miscellaneous.	1912	1		7		11
	1914	4		6		Nil
	1916	15				Nil
	1918	Nil		22		Nil
	1920	5	5	2	18	7
TOTAL.	1912	£79		£70		£147
	1914	68		102		169
	1916	111		100		354
	1918	158		127	£63	562
	1920	185	£418	271	197	563

* This return was made by the late Chancellor, Mr. G. J. Talbot, K.C.
† Earlier figures unobtainable.

CONSPECTUS OF DIOCESAN CHANCELLORS' RETURNS

	Years.	Lincoln.*	Liverpool.	Manchester.	Newcastle.	Norwich.†
1. Faculties.	1912	£31	£35	£66		£56
	1914	18	31	66	‡	30
	1916	15	25	63	‡	11
	1918	17	25	76	‡	38
	1920	124	70	272	£49	139
2. Marriage Licences.	1912	42	139	321		32
	1914	54	214	467	‡	34
	1916	151	437	1308	‡	125
	1918	208	695	1800	‡	168
	1920	242	591	1521	272	121
3. Appointments to Spiritual Offices.	1912	23	16	19		38
	1914	21	11	§	‡	30
	1916	22	16	§	‡	30
	1918	27	12	32	‡	28
	1920	26	12	30	11	26
4, 5, 6, 7. Consecration of Churches, Visitations, Litigious, Miscellaneous.	1912	25	9	41		Nil
	1914	7	36	47	‡	8
	1916	2	7	45	‡	2
	1918	16	5	22	‡	Nil
	1920	10	30	86	2	2
TOTAL.	1912	£121	£199	£447		£126
	1914	100	292	580	£196	102
	1916	190	485	1416	258	168
	1918	268	737	1930	211	234
	1920	402	703	1909	334	288

* This return was made by the late Chancellor, Mr. G. J. Talbot, K.C.
† Bishop's Visitation every 7 years. Fees about £30 (not included above).
‡ Included in total, proportion unknown.
§ Included in 7.

CONSPECTUS OF DIOCESAN CHANCELLORS' RETURNS

	Years.	Oxford.	Peterborough.*	Ripon.	Rochester.	St. Albans.*
1. Faculties.	1912	£10	£39		†	£47
	1914	65	24	†	†	28
	1916	37	35	†	†	35
	1918	49	30	£16	†	35
	1920	214	162	63	£27	81
2. Marriage Licences.	1912	30	39		†	24
	1914	35	50	†	†	27
	1916	36	113	†	†	76
	1918	53	143	539	†	104
	1920	113	209	187	90	69
3. Appointments to Spiritual Offices.	1912	20	44		†	30
	1914	26	34	†	†	19
	1916	21	28	†	†	17
	1918	20	37	13	†	11
	1920	24	42	6	4	9
4, 5, 6, 7. Consecration of Churches, Visitations, Litigious, Miscellaneous.	1912	5	12		†	16
	1914	Nil	7	†	†	2
	1916	5	5	†	†	Nil
	1918	Nil	2	8	†	Nil
	1920	9	4	6	2	Nil
TOTAL.	1912	£65	£134		£29 §	£117
	1914	126	115	£155	56 §	76
	1916	99	181	425	152	128
	1918	122	212	576	181	150
	1920	360	417	262 ‡	123	159

* This return was made by the late Chancellor, Sir A. B. Kempe.
† Included in total, proportion unknown.
‡ Some part of fees went to York during vacancy.
§ Part of fees went to Southwark.

CONSPECTUS OF DIOCESAN CHANCELLORS' RETURNS

	Years.	St. Ed. and Ips.*	Salisbury.	Sheffield.†	Sodor and Man.
1. Faculties.	1912		£15		
	1914	£7	31	£2	
	1916	17	12	26	
	1918	20	17	16	
	1920	138	47	86	
2. Marriage Licences.	1912		7		
	1914	1	15	12	
	1916	82	47	111	
	1918	109	63	281	
	1920	57	42	190	
3. Appointments to Spiritual Offices.	1912		16		
	1914	15	96	7	
	1916	24	26	6	
	1918	19	9	5	
	1920	18	29	12	
4, 5, 6, 7. Consecration of Churches, Visitations, Litigious, Miscellaneous.	1912		32		
	1914	Nil	14	6	
	1916	Nil	4	11	
	1918	Nil	27	1	
	1920	2	Nil	9	
TOTAL.	1912		£70		
	1914	£23	156	£27	
	1916	123	89	154	
	1918	148	116	303	
	1920	215	118	297	

* New Diocese.
† For 1914—2½ months only.

CONSPECTUS OF DIOCESAN CHANCELLORS' RETURNS

	Years.	Southwark.*	Southwell.‡	Truro.§	Wakefield.	Worcester.‖
1. Faculties.	1912	£31	£34	£12	£10	£40
	1914	25	36	19	14	33
	1916	10	20	15	7	38
	1918	15	29	16	12	30
	1920	44	109	57	48	66
2. Marriage Licences.	1912	29	92	33	35	34
	1914	46	149	60	54	50
	1916	166	378	96	109	119
	1918	187	574	124	121	168
	1920	83	442	149	204	91
3. Appointments to Spiritual Offices.	1912	1	29	19	8	28
	1914	3	24	13	11	17
	1916	2	35	15	11	18
	1918	3	35	24	4	13
	1920	6	28	3	10	2
4, 5, 6, 7. Consecration of Churches, Visitations, Litigious, Miscellaneous.	1912	15	18	2	8	7
	1914	16	11	4	2	8
	1916	13	4	Nil	29	2
	1918	2	12	Nil	Nil	Nil
	1920	4	52	Nil	4	Nil
TOTAL.	1912	£76 †	£173	£66	£61	£109
	1914	90 †	220	96	81	108
	1916	191	437	126	156	177
	1918	207	650	164	137	211
	1920	137	631	209	266	159

* This return was made by the late Chancellor, Mr. G. J. Talbot, K.C.
† Some part of fees received from Rochester.
‡ This return was made by the late Chancellor, Sir A. B. Kempe.
§ This return was made by the late Chancellor, Sir Thomas Inskip, K.C.
‖ Diocese divided and rearranged 1918.

CONSPECTUS OF DIOCESAN REGISTRARS' RETURNS

	Years.	Canterbury.*†	York.‡	London.	Durham.	Winchester.
1. Faculties.	1912	£77	£81	£112	£64	£132
	1914	110	91	170	78	125
	1916	40	57	77	55	147
	1918	46	48	64	36	130
	1920	212	472	311	166	444
2. Marriage Licences.	1912	70	330	253	144	116
	1914	194	466	343	224	231
	1916	588	874	877	625	733
	1918	854	1345	1398	988	1063
	1920	360	982	664	721	640
3. Appointments to Spiritual Offices.	1912	59	136	188	34	58
	1914	35	123	196	36	57
	1916	37	90	165	34	56
	1918	41	84	179	30	44
	1920	39	73	192	32	43
4, 5, 6, 7. Consecration of Churches, Visitations, Litigious, Miscellaneous.	1912	105	103	200	254 §	280
	1914	127	121	105	31	191
	1916	64	79	72	240 §	90
	1918	59	79	31	62	146
	1920	203	100	73	225 §	227
TOTAL.	1912	£311	£650	£753	£496	£586
	1914	466	801	814	369	604
	1916	729	1100	1191	954	1026
	1918	1000	1556	1672	1116	1383
	1920	814	1627	1240	1144	1354

* This return was made by the late Registrar, Mr. F. H. Lee.
† Registrar receives half fees from the 6 deaneries transferred to Rochester in 1905.
‡ Excluding fees received from Sheffield by way of compensation.
§ Visitation.

CONSPECTUS OF DIOCESAN REGISTRARS' RETURNS

	Years.	Bath and Wells.	Birmingham.*	Bradford.†	Bristol.‡
1. Faculties.	1912	£109	£39		£43
	1914	99	49		32
	1916	82	23		25
	1918	71	20		22
	1920	172	100	£86	139
2. Marriage Licences.	1912	99	122		84
	1914	93	219		91
	1916	297	728		539
	1918	354	1132		906
	1920	381	511	299	470
3. Appointments to Spiritual Offices.	1912	75	39		7
	1914	40	29		9
	1916	59	21		8
	1918	67	40		9
	1920	45	50	27	4
4, 5, 6, 7. Consecration of Churches, Visitations, Litigious, Miscellaneous.	1912	57	150		48
	1914	57	138		Nil
	1916	115	142		Nil
	1918	36	125		Nil
	1920	78	147	14	Nil
TOTAL.	1912	£340	£350		£182
	1914	289	435		132
	1916	553	914		572
	1918	528	1317		937
	1920	676	808	£426	613

* New Diocese; some fees divided with Worcester and Lichfield.
† New Diocese; appointed February 1920.
‡ Fees under 3 relate to sequestrations only, the rest of 3 and Heads 4 and 7 are included in Bishop's Secretary's Return.

CONSPECTUS OF DIOCESAN REGISTRARS' RETURNS

	Years.	Carlisle.	Chelmsford.*	Chester.	Chichester.	Coventry.‡
1. Faculties.	1912	£118		£111	£70	
	1914	84	£63	127	75	
	1916	49	55	113	76	
	1918	90	64	78	104	
	1920	245	127	312	239	£223
2. Marriage Licences.	1912	187		158	111	
	1914	209	126	256	185	
	1916	430	497	607	625	
	1918	614	746	859	986	
	1920	615	418	721	469	328
3. Appointments to Spiritual Offices.	1912	45		52	8	
	1914	48	14	49	27	
	1916	51	27	53	6	
	1918	46	19	44	15	
	1920	52	13	53	14	12
4, 5, 6, 7. Consecration of Churches, Visitations, Litigious, Miscellaneous.	1912	27		22	68	
	1914	53	96	138	60	
	1916	28	50	21	37	
	1918	25	44	16	44	
	1920	99	328 †	35	81	23
TOTAL.	1912	£377		£343	£257	
	1914	394	£299	570	347	
	1916	558	629	794	744	
	1918	775	873	997	1149	
	1920	1011	886	1121	803	£586

* Diocese created 1914.
† Visitation.
‡ New Diocese; appointed November 1918.

CONSPECTUS OF DIOCESAN REGISTRARS' RETURNS

	Years.	Ely.*	Exeter.‡	Gloucester.	Here-ford.‡§	Lichfield.‖
1. Faculties.	1912	£56		£90		£65
	1914	36		90		45
	1916	18		62		60
	1918	34		53	£44	49
	1920	112	£298	130	91	186
2. Marriage Licences.	1912	44		111		135
	1914	48		195		210
	1916	178		249		526
	1918	222		326	131	895
	1920	140	548	572	91	744
3. Appointments to Spiritual Offices,	1912	24		72		50
	1914	16		34		44
	1916	15		66		55
	1918	19		52	66	68
	1920	11	48	56	83	77
4, 5, 6, 7. Consecration of Churches, Visitations, Litigious, Miscellaneous.	1912	70		49		70
	1914	55		46		116
	1916	131 †		15		56
	1918	35		9	17	24
	1920	45	34	44	34	54
TOTAL.	1912	£194		£322		£320
	1914	155		365		415
	1916	342		392		697
	1918	310		440	£258	1036
	1920	308	£928	802	299	1061

* Half fees received from county of Bedford since 1914.
† Visitation.
‡ Earlier figures unobtainable.
§ Registrar appointed March 1918.
‖ Some fees also received from Birmingham and Southwell.

CONSPECTUS OF DIOCESAN REGISTRARS' RETURNS

	Years.	Lincoln.	Liverpool.	Man-chester.*	New-castle.	Norwich.
1. Faculties.	1912	£80	£126	£85	£63	£88
	1914	39	100	103	50	51
	1916	26	85	68	40	17
	1918	27	84	85	41	63
	1920	252	251	319	149	215
2. Marriage Licences.	1912	67	225	491	168	59
	1914	85	332	712	201	61
	1916	341	831	1999	483	229
	1918	335	1269	2749	859	313
	1920	384	901	2322	624	212
3. Appointments to Spiritual Offices.	1912	78	59		23	114
	1914	78	41		21	78
	1916	77	69		14	80
	1918	92	48		27	87
	1920	99	49	209	32	79
4, 5, 6, 7. Conse-cration of Churches, Visitations, Litigious, Miscellaneous.	1912	114	54	466	19	101
	1914	64	191 †	474	138 †	137
	1916	26	53	475	15	171
	1918	88	24	477	8	208
	1920	77	173 †	958	136 †	328
TOTAL.	1912	£339	£464	£1042	£273	£362
	1914	266	664	1289	410	327
	1916	470	1038	2542	552	497
	1918	542	1425	3311	935	671
	1920	812	1374	3808	941	834

* Some of the fees set out above are really received in capacity of Bishop's Secretary.
† Visitation.

CONSPECTUS OF DIOCESAN REGISTRARS' RETURNS

	Years.	Oxford.	Peterborough.	Ripon.	Rochester.*	St. Albans.†
1. Faculties.	1912	£75	£74	£107	£27	£66
	1914	62	45	103	25	48
	1916	36	50	68	18	43
	1918	50	60	50	33	36
	1920	214	246	268	61	115
2. Marriage Licences.	1912	69	89	141	47	68
	1914	77	120	181	80	89
	1916	80	464	681	266	333
	1918	115	542	488	359	465
	1920	249	497	247	273	249
3. Appointments to Spiritual Offices	1912	55	113	57	9	31
	1914	50	95	51	10	10
	1916	42	75	50	9	17
	1918	41	103	45	6	12
	1920	59	115	25	10	11
4, 5, 6, 7. Consecration of Churches, Visitations, Litigious, Miscellaneous.	1912	113	96	74	23	104
	1914	505 ‡	259 ‡	68	34	29
	1916	199	70	154	19	39
	1918	423 ‡	44	49	17	29
	1920	401	95	35	23	23
TOTAL.	1912	£312	£372	£379	£106	£269
	1914	694	519	403	149	176
	1916	357	659	953	312	432
	1918	629	749	632	415	542
	1920	923	953	575	367	398

* Payment of half fees to Registrar of Canterbury in respect of 6 deaneries transferred to Rochester in 1905.

† From 1914 half fees from Bedford payable to Registrar of Ely for his life.

‡ Visitation.

CONSPECTUS OF DIOCESAN REGISTRARS' RETURNS

	Years.	St. Ed. & Ips.*	Salisbury.	Sheffield.†	Sodor & Man.
1. Faculties.	1912		£53		
	1914	£15	77	£3	
	1916	30	53	38	
	1918	41	61	30	
	1920	172	192	160	
2. Marriage Licences.	1912		75		
	1914	4	152	34	
	1916	175	360	494	
	1918	236	555	1026	
	1920	115	351	685	
3. Appointments to Spiritual Offices.	1912		66		
	1914	44	114	15	
	1916	55	69	29	
	1918	45	42	24	
	1920	52	77	36	
4, 5, 6, 7. Consecration of Churches, Visitations, Litigious, Miscellaneous.	1912		298		
	1914	24	183	12	
	1916	9	117	28	
	1918	18	250	16	
	1920	62	193	52	
TOTAL.	1912		£492		
	1914	£87	526	£64	
	1916	269	599	589	
	1918	340	908	1096	
	1920	401	813	933	

* Diocese created 1913.
† New Diocese; appointed October 1914. Payment out of fees to Registrar of York.

CONSPECTUS OF DIOCESAN REGISTRARS' RETURNS

	Years.	Southwark.	Southwell.*	Truro.	Wakefield.	Worcester.‡
1. Faculties.	1912	£89	£69	£25	£32	£58 §
	1914	89	78	23	43	59 §
	1916	38	37	14	22	56 §
	1918	59	45	26	35	50 §
	1920	165	179	57	142	88
2. Marriage Licences.	1912	72	147	60	68	33 §
	1914	114	237	105	106	52 §
	1916	390	644	138	384	251 §
	1918	408	1053	171	564	248 §
	1920	269	704	308	399	86
3. Appointments to Spiritual Offices.	1912	23	107	32	28	24
	1914	27	86	25	40	16
	1916	17	114	31	41	11
	1918	23	100	56	15	3
	1920	27	91	30	33	8
4, 5, 6, 7. Consecration of Churches, Visitations, Litigious, Miscellaneous.	1912	53	62	28	116	30
	1914	57	56	43	131	30
	1916	38	41	28	103	9
	1918	28	57	23	95	3
	1920	44	277 †	66	141	7
TOTAL.	1912	£237	£385	£145	£244	£145 §
	1914	287	457	196	320	157 §
	1916	483	836	211	550	327 §
	1918	518	1255	276	709	304 §
	1920	505	1251	461	715	189

* Payment out of fees to Registrar of Lichfield.
† Visitation.
‡ Some fees received from Birmingham.
§ Including Coventry and Warwick archdeaconries.

CONSPECTUS OF BISHOPS' LEGAL SECRETARIES' RETURNS

	Years.	Canterbury.	York.†	London.‡	Durham.§	Winchester.
1. Ordinations.	1912	£26	£110	£305	£149	£52
	1914	77	74	376	111	95
	1916	32	35	165	92	44
	1918	12	16	76	36	7
	1920	26	17	178	44	53
2. Appointments to Cure of Souls.	1912	116	165	217	30	193
	1914	89	132	204	97	192
	1916	109	85	227	49	170
	1918	62	124	223	18	190
	1920	139	94	270	19	221
3. Appointments to Higher Ecclesiastical Offices.	1912	114	49	7	3	Nil
	1914	99	29	6	42	3
	1916	67	6	3	16	13
	1918	82	15	6	16	3
	1920	110	101	20	Nil	22
5. Dilapidations.	1912	49	19	60	17	62
	1914	29	18	70	35	61
	1916	47	10	42	21	83
	1918	35	8	101	9	66
	1920	72	17	86	41	112
4, 6, 7. Consecration of Churches, and Miscellaneous.	1912	513 *	153	146	93	88
	1914	522 *	103	126	91	68
	1916	480 *	93	108	55	79
	1918	732 *	69	89	24	105
	1920	805 *	174	140	78	111
TOTAL.	1912	£818	£496	£735	£292	£395
	1914	816	356	782	376	419
	1916	735	229	545	233	389
	1918	923	232	495	103	371
	1920	1152	403	694	182	519

* Includes special marriage licences as follows: 1912, £74; 1914, £172; 1916, £143; 1918, £292; 1920, £309.

† Excludes half fees received from Sheffield Diocese.

‡ This return was made by the late Secretary, Mr. F. H. Lee.

§ Bishop's Secretary also receives small sums (from £2 to £10 p.a.) as Sealer and Record Keeper.

CONSPECTUS OF BISHOPS' LEGAL SECRETARIES' RETURNS

	Years.	Bath and Wells.	Birmingham.*	Bradford.	Bristol.†	Carlisle.
1. Ordinations.	1912	£44	£74		£72	£36
	1914	36	71	founded	70	30
	1916	15	50	1920	30	38
	1918	6	18		3	21
	1920	11	44	£13	36	16
2. Appointments to Cure of Souls.	1912	135	35		74	55
	1914	151	45		77	73
	1916	147	39		69	59
	1918	109	61		56	65
	1920	151	58	31	90	52
3. Appointments to Higher Ecclesiastical Offices.	1912	4	18		21	Nil
	1914	Nil	Nil		6	2
	1916	16	Nil		14	6
	1918	17	6		10	Nil
	1920	18	23	17	1	8
5. Dilapidations.	1912	52	7		14	5
	1914	44	6		14	11
	1916	40	8		7	7
	1918	44	3		7	8
	1920	46	10	13	14	3
4, 6, 7. Consecration of Churches and Miscellaneous.	1912	81	74		76	28
	1914	83	51		83	56
	1916	104	58		74	33
	1918	80	44		107	38
	1920	169	92	12	82	58
TOTAL.	1912	£316	£208		£257	£124
	1914	314	173		250	172
	1916	322	155		194	143
	1918	356	132		183	132
	1920	395	227	£86	223	137

* Out of this, some payments to parent Dioceses (Worcester and Lichfield).
† Fees as Secretary *and* Registrar.

CONSPECTUS OF BISHOPS' LEGAL SECRETARIES' RETURNS

	Years.	Chelmsford.*	Chester.	Chichester.	Coventry.†	Ely.‡
1. Ordinations.	1912		£75	£26		£18
	1914	£124	63	60		2
	1916	110	21	34		13
	1918	35	6	21		4
	1920	73	32	34	£14	9
2. Appointments to Cure of Souls.	1912		51	90		140
	1914	135	46	73		91
	1916	158	55	86		121
	1918	118	43	119		81
	1920	185	63	134	42	61
3. Appointments to Higher Ecclesiastical Offices.	1912		Nil	13		13
	1914	Nil	20	23		Nil
	1916	Nil	6	2		9
	1918	Nil	Nil	17		3
	1920	Nil	5	8	Nil	Nil
5. Dilapidations.	1912		16	29		55
	1914	81	26	34		56
	1916	26	12	40		39
	1918	33	10	37		30
	1920	59	23	74	6	69
4, 6, 7. Consecration of Churches and Miscellaneous.	1912		49	103		21
	1914	85	47	128		38
	1916	115	31	103		60
	1918	76	35	91		48
	1920	88	24	171	33	100
TOTAL.	1912		£191	£261		£247
	1914	£425	202	318		187
	1916	409	125	265		242
	1918	262	94	285		166
	1920	405	147	421	£95	239

* Diocese created 1914.
† Diocese created end of 1918.
‡ This return was made by the late Secretary, Mr. F. H. Lee.

CONSPECTUS OF BISHOPS' LEGAL SECRETARIES' RETURNS

	Years.	Exeter.*	Glouc-ester.†	Here-ford.‡	Lich-field.§	Lincoln.
1. Ordinations.	1912		£14		£123	£61
	1914		7		106	54
	1916		4		128	28
	1918			£4	73	21
	1920	£23	15	11	53	21
2. Appointments to Cure of Souls.	1912		59		111	119
	1914		62		112	133
	1916		62		123	108
	1918		45		113	122
	1920	104	61		174	182
3. Appointments to Higher Ecclesiastical Offices.	1912		8		3	16
	1914		6		9	4
	1916		2		2	4
	1918		5		3	11
	1920	17	8		6	4
5. Dilapidations.	1912		26		18	33
	1914		31		22	38
	1916		29		12	21
	1918		30		10	34
	1920	20	35		31	39
4, 6, 7. Consecration of Churches and Miscellaneous	1912		25		7	53
	1914		21		8	61
	1916		16		19	38
	1918		16	50	15	74
	1920	20	40	50	66	113
TOTAL.	1912		£132		£262	£282
	1914		127		257	290
	1916		113		284	199
	1918		96	£54	214	262
	1920	£184	159	61	330	359

* Recently appointed, earlier figures not available.
† Plus grant of £50 p.a. from Bishop.
‡ 1918 part year only.
§ Receives certain fees from Birmingham.

CONSPECTUS OF BISHOPS' LEGAL SECRETARIES' RETURNS

	Years.	Liverpool.*	Manchester.†	Newcastle.	Norwich.	Oxford.
1. Ordinations.	1912	£84	£200	£76	£47	£80
	1914	128	172	45	31	56
	1916	76	96	14	63	39
	1918	6	24	18	42	16
	1920	53	50	13	84	27
2. Appointments to Cure of Souls.	1912	99	385	49	263	103
	1914	84	220	47	265	96
	1916	111	273	33	198	76
	1918	84	415	92	209	80
	1920	91	115	43	199	116
3. Appointments to Higher Ecclesiastical Offices.	1912	Nil		Nil	17	Nil
	1914	Nil	Included	6	7	Nil
	1916	Nil	in	5	19	Nil
	1918	Nil	(2)	7	30	Nil
	1920	Nil		7	28	Nil
5. Dilapidations.	1912	9	78	31	41	40
	1914	13	51	35	32	33
	1916	12	70	12	18	31
	1918	15	25	4	13	24
	1920	9	Nil	53	33	46
4, 6, 7. Consecration of Churches and Miscellaneous.	1912	26	206	24	102	221
	1914	38	192	21	114	193
	1916	19	220	34	123	264
	1918	17	164	30	102	291
	1920	22	50	45	182	225
TOTAL.	1912	£218	£869	£180	£470	£444
	1914	263	635	154	449	378
	1916	218	659	98	421	410
	1918	122	628	151	396	411
	1920	175	215	161	526	414

* Covers all officers.

† Appointed 1919. Fees were subject to payment of £200 to Bishop Knox's private Legal Secretary. Other offices (held before 1919 by Secretary) abolished then. Some of the fees set out above are really received in capacity of Registrar.

CONSPECTUS OF BISHOPS' LEGAL SECRETARIES' RETURNS

	Years.	Peterborough.	Ripon.*	Rochester.	St. Albans.	St. Ed. and Ips.†
1. Ordinations.	1912	£63	£101	£63	£186	
	1914	61	107	71	42	£8
	1916	15	59	45	9	11
	1918	11	15	21	19	2
	1920	19	19	19	7	4
2. Appointments to Cure of Souls.	1912	163	167	66	147	
	1914	132	126	74	126	84
	1916	107	144	80	83	138
	1918	115	178	42	58	143
	1920	165	105	106	60	127
3. Appointments to Higher Ecclesiastical Offices.	1912	4	Nil	Nil	Nil	
	1914	Nil	Nil	Nil	Nil	28
	1916	6	Nil	Nil	Nil	6
	1918	8	Nil	Nil	Nil	9
	1920	11	Nil	Nil	Nil	3
5. Dilapidations.	1912	25	35	40	71	
	1914	33	34	22	26	Nil
	1916	16	29	16	18	17
	1918	22	15	11	24	32
	1920	34	25	37	48	33
4, 6, 7. Consecration of Churches and Miscellaneous.	1912	91	67	61	99	
	1914	75	30	44	67	8
	1916	43	36	19	44	5
	1918	77	39	41	34	17
	1920	76	24	25	79	3
TOTAL.	1912	£346	£370	£230	£503	
	1914	301	297	211	261	£128
	1916	187	268	160	154	177
	1918	233	247	115	135	203
	1920	305	173	187	194	170

* Bishop's Secretary also receives small sums as Apparitor, Record Keeper and Sealer.
† Diocese created in 1913.

CONSPECTUS OF BISHOPS' LEGAL SECRETARIES' RETURNS

	Years.	Salisbury.	Sheffield.*	Sodor and Man.	Southwark.
1. Ordinations.	1912	£21			£214
	1914	25	£11		207
	1916	21	13		107
	1918	Nil	2		46
	1920	17	17		58
2. Appointments to Cure of Souls.	1912	83			75
	1914	112	8		172
	1916	82	50		126
	1918	59	41		153
	1920	108	77		145
3. Appointments to Higher Ecclesiastical Offices.	1912	12			Nil
	1914	8	17		Nil
	1916	8	2		Nil
	1918	4			Nil
	1920	6			Nil
5. Dilapidations.	1912	35			33
	1914	51			40
	1916	41	4		18
	1918	20	3		29
	1920	63	5		55
4, 6, 7. Consecration of Churches, and Miscellaneous.	1912	6			120
	1914	136	6		85
	1916	88	16		94
	1918	54	10		65
	1920	107	26		71
TOTAL.	1912	£157			£442
	1914	332	£42		504
	1916	240	85		345
	1918	137	56		293
	1920	301	125		329

*Diocese created October 1914. Payment to parent Diocese of York (37½ per cent.).

CONSPECTUS OF BISHOPS' LEGAL SECRETARIES' RETURNS

	Years.	Southwell.	Truro.	Wake-field.	Worc-ester.*
1. Ordinations.	1912	£85	£20	£80	
	1914	94	11	46	£38
	1916	41	6	21	38
	1918	9	6	5	6
	1920	34	8	7	17
2. Appointments to Cure of Souls.	1912	123	50	65	
	1914	91	27	75	30
	1916	137	43	50	70
	1918	142	43	19	40
	1920	132	18	51	78
3. Appointments to Higher Ecclesiastical Offices.	1912	Nil	2	Nil	
	1914	2	Nil	8	Nil
	1916	2	4	Nil	17
	1918	7	Nil	2	13
	1920	2	2	Nil	3
5. Dilapidations.	1912	6	2	19	
	1914	50	12	27	9
	1916	27	1	17	20
	1918	4	1	6	7
	1920	33	17	27	5
4, 6, 7. Consecration of Churches, and Miscellaneous.	1912	316	34	17	
	1914	255	20	14	21
	1916	279	11	15	53
	1918	255	37	13	29
	1920	252	14	15	38
TOTAL.	1912	£530	£108	£181	
	1914	492	70	170	£98
	1916	486	65	103	198
	1918	417	87	45	95
	1920	453	59	100	141

* No record of fees for 1912. Receives certain fees from Birmingham.

MEMORANDUM ON LAY OFFICERS.

[NOTE.—This memorandum was prepared by the Secretary for the information of the Commission, and not for publication: it is published at the request of the Commission.]

PRELIMINARY.

(i) *General.*

The figures are taken from the returns made to the Commission. These returns are not absolutely complete; in some cases a total figure has not been split up, in other cases the figures are now unobtainable. In these comparatively few instances I have had to do my best. There is a further slight difficulty in connection with Visitation Fees: the returns probably do not give quite an accurate showing in view of the fact that a Bishop's Visitation takes the place of an Archidiaconal Visitation at irregular intervals.

I think, however, that the figures given may be taken to be correct within 5 per cent.

(ii) *Years taken.*

To save labour I have taken the years 1912, 1918 and 1920, and omitted 1914 and 1916. 1912 is presumably a typical pre-war year; 1918 shows the War effects at about their height; 1920 is very similar in total to 1918, but there is considerable variation in the items. As regards these two latter years the fees of Chancellors and Registrars were swollen owing to the very heavy increase in marriage licences due to the War. In 1920 these marriage licence fees had diminished considerably, but were still far above pre-war figures. The grand total for 1920, however, was above 1918, through the very large number of faculties for War Memorials. There is no doubt that the figures for 1922 would show a heavy drop from 1920 (though I think they would still be, and be likely to remain, somewhat above pre-war figures owing (1) to the War discovery of licences being a quick, simple, quiet, fairly cheap method of marriage, (2) to greater vigilance). I hope to obtain specimen figures for four Dioceses for 1922 indicating the trend.*

Owing to the nature of the work Bishops' Secretaries' fees fell substantially in 1918 mainly through lack of ordination candidates. In 1920 they were substantially the same as 1912, and they will, I think, keep at this level if not slightly higher.

I.—PROVINCIAL OFFICERS.

The offices are all freehold offices.

(1) *Fees received* (in £).

Office.	Years.	Confirmation and Consecration of Bishops.	Marriage Licences.	Miscellaneous.	Total.
Vicar General of Canterbury	1912	9	242	40	291
	1918	9	1417	427	1853
	1920	18	744	147	909
Registrar of Canterbury	1912	115	505	140	760
	1918	61	2684	135	2880
	1920	92	1411	215	1718
Vicar General of York	1912	Nil	—	7	7
	1918	Nil	—	Nil	Nil
	1920	30	—	18	48
Registrar of York	1912	45	—	12	57
	1918	12	—	Nil	12
	1920	148	—	175	323
Dean of the Arches and Judge of the Chancery Court of York (held by same person).	1912	—	—	Nil	Nil
	1918	—	—	Nil	Nil
	1920	—	—	5	5
Registrars of Arches Court and Chancery Court of York (held by 2 different persons).	1912	—	—	Nil	Nil
	1918	—	—	Nil	Nil
	1920	—	—	5	5

		Degrees.	Notaries.	Pluralities.	Marriage Licences.	Special Marriage Licences.	Miscellaneous.	Total.
Master of the Faculties and Registrar of the Faculty Office (total fees).	1912	36	351	57	813	204	41	1502
	1918	38	190	84	3933	1087	50	5382
	1920	71	579	84	1777	1147	56	3714

N.B.—By arrangement a sum of £800 p.a. free of income tax is paid by the present Registrar to the present Master of the Faculties in commutation for all fees receivable by him.

(2) *Work Done.*

(*a*) *Official.*

The *Vicar General of Canterbury* desires to give evidence personally as to his office.†

* See Annex, p. 391. † See p. 178.

The *Vicar General of York* confirms the appointment of Bishops in the Northern Province and sometimes attends the consecration. During the vacancy of a See the Vicar General nominally exercises spiritual jurisdiction; in practice this is generally delegated to the officials of the vacant Diocese, with arrangement as to division of fees.

The *Dean of the Arches* and Judge of the Chancery Court of York sits when necessary to hear cases either on Appeal or on Letters of request.

The *Master of the Faculties* decides personally all applications for appointments of Notaries, hearing them in Court if opposed. He exercises the Archbishop's jurisdiction as to Special Licences in His Grace's absence abroad or (in recent years) in Scotland, or in the event of His Grace being unable to act personally through illness or pressure of other work. The Master personally decides all doubtful cases of applications for ordinary marriage licences through the Faculty Office, and all doubtful questions arising on applications for licence to hold benefices in plurality or on applications for Lambeth Degrees.

(*b*) *Semi-official.*

The *Vicar General of York* advises the Archbishop without fee on legal matters, and York Convocation if any Convocation question arises.

The *Dean of the Arches* has no duty of advising the Archbishop. His duties are purely judicial.

The *Master of the Faculties* advises the Archbishop on matters connected with the Faculty Office.

(3) *Expenses.*

The expenses of the superior officers I believe to be quite small apart from income tax, save that the attendance of a London resident in York for official duties involves substantial travelling expenses.

II.—Mode of Payment of Diocesan and Archidiaconal Officers.

The remuneration is entirely by fees.

(i) The Ecclesiastical Fees Order of 1908 (Statutory Rules and Orders No. 879, copy annexed) sets out the great bulk of the fees received by diocesan and archidiaconal lay officers, and also specifies the work which is covered by the fee. It is rather lengthy, but is practically impossible to summarise. It should be observed that there has been no increase in fees since the Order of 1908. In a number of Dioceses a fee lower than the minimum statutory fee is charged (voluntary) on small applications.

Page 393.

(ii) The Archbishop of Canterbury's Order of 1889 (copy annexed), made under authority of Canon 135, sets out certain Court and Registry fees, mainly dealing with faculty cases, specially those heard in Court. This Order, I believe, is generally followed in the Province of Canterbury and sometimes in the Province of York.

Page 400.

(iii) The table of fees recommended by Convocation of Canterbury, 27th April, 1894, sets out the scale of fees for the Registrar and Bishop's Secretary in respect of various matters not covered by (i) and (ii) above, *e.g.* various forms of licence, union of benefices, acceptance of resignation, etc. This Order, I believe, is authorised by the Bishops and followed in many Dioceses, though it is not in universal use throughout the country.

(iv) There are a few fees which are regularly charged in some Dioceses which do not appear to have any statutory authority, *e.g.* £1 1*s.* for fixing a Parochial Table of Fees and charges made sometimes by the Registrar where there is much correspondence. These, however, are small.

Note.—(*a*) In practice the amount of fees and the division thereof vary somewhat, especially in the case of marriage licences, where the total fee charged varies from £3 3*s.* to £1 10*s.*, and the division varies considerably. During the War in a number of Dioceses the charge to members of the Forces was much reduced, *e.g.* in Chester and Liverpool to 10*s.* and in Salisbury to £1. It is a small flaw in the 1908 Order that the faculty fees are payable only on the *grant* of a faculty.

(*b*) As between Dioceses, the fees appear to vary mainly in the ratio of the number of benefices, though affected by the population.

(*c*) It will be noted that the great bulk of Chancellors' and Registrars' fees arise in respect of marriage licences and faculties, which are both "luxuries," and neither of them paid by incumbents.

III.—Chancellors.

The office is a freehold one.

(1) *Fees received.*

Total fees for the whole of England (in £).

	1912.	*1918.*	*1920.*
Faculties	1056	978	3868
Appointments to Spiritual Offices	620	608	659
Marriage Licences	2178	11,352	9398
Miscellaneous	446	246	426
Total Fees	4300	13,184	14,351

Average per Diocese :—

	1912.	*1918.*	*1920.*
Faculties	29	26	105
Appointments to Spiritual Offices	17	16	18
Marriage Licences	59	307	254
Miscellaneous	12	7	12
Total Fees	116	356	388

Note.—For the average the *total* fees for the whole country have been taken, and divided in all cases by 37, the *actual* number of Dioceses in 1920.

Maxima.	*1912.*	*1918.*	*1920.*
Manchester	447	1930	1909
London	377	1211	748

followed by Liverpool, Durham and Winchester.

Minima.	*1912.*	*1918.*	*1920.*
Salisbury	70	116	118
Oxford	65	122	(360)
Gloucester	70	127	(271)

Note.—In 1912. there were 8 of £70 or under; in 1918, 5 of £127 or under; in 1920, 5 of £159 or under.

(2) *Work Done.*

(*a*) *Official.*

(For technical particulars see the Order of 1908).

Marriage Licences, practically nil, work all done by Registrar and Surrogates, save in rare cases of application for licences by divorced persons, deceased wife's sisters, etc.

Faculties variable. In many cases very little, in a certain number of cases two or three enquiries, in a small number of cases careful consideration of the law required, in a further small number contested applications heard in Court. A few Chancellors decree all faculties in open Court sitting in their Court, which is generally in the Cathedral.

Consecrations, Institutions, etc., practically nil.

(*b*) *Semi-official.*

The Chancellor is regarded as the unpaid legal adviser of the Bishop, and has to consider at irregular intervals legal questions of varying complexity, sometimes asked and answerable by telephone, sometimes involving very considerable study. In many cases he gives voluntary advice on general questions of ecclesiastical law to diocesan officers such as Archdeacons, Secretary of Diocesan Board of Finance, or of Diocesan Conference, and to individual clergy, but of course cannot advise where he may have to consider the matter as a judge, and generally refuses to advise where the matter is really one for the individual parson to take solicitor's advice.

(3) *Expenses.*

The following are items of expenditure :—

Clerk's fee, proportion of rent of Chambers, postage, travelling, and subscriptions (the last two may be divided into "necessary" and "voluntary"). In some cases a commission, generally 5 per cent., is paid to the Registrar for collecting the Chancellor's fees. There is also, of course, income tax.

IV.—Diocesan Registrars.

General.

See Memorandum submitted by the Association of Bishops' Secretaries and Registrars annexed. The Page 175. office is a freehold one.

(1) *Fees received.*

Total fees for the whole of England (in £).

	1912.	*1918.*	*1920.*
Faculties	2419	2035	7310
Appointments to Spiritual Offices	1889	1777	1988
Marriage Licences	4113	25,356	18,549
Miscellaneous	3505	2780	4924
Total Fees	11,926	31,948	32,771
Average per Diocese :—			
Faculties	65	55	198
Appointments to Spiritual Offices	51	48	54
Marriage Licences	111	685	501
Miscellaneous	95	75	133
Total Fees	322	863	886

Note.—For the average the *total* fees for the whole country have been taken, and divided in all cases by 37, the *actual* number of Dioceses in 1920.

Maxima.	*1912.*	*1918.*	*1920.*
Manchester	1042	3311	3808
York...	650	1556	1627
London	753	1672	1240

followed by Winchester and Liverpool.

Minima.	*1912.*	*1918.*	*1920.*
Worcester	145	304	189
Ely	194	310	308

followed by Truro and Rochester.

(2) *Work Done.*

(*a*) *Official.*

(For the technical particulars see the Order of 1908.)

In all cases the fee covers the preparation of the necessary formal documents, save that in some Dioceses Surrogates are provided in advance with a few marriage licences ready for issue except for the filling in of the names, etc. In the case of a substantial number of licences, the work, including the swearing of the affidavits, etc. (and therefore the responsibility), is done and the licences issued at the Registry.

In the case of faculties the Registrar often gives advice towards settling the form of petition, and generally has to draft all except the formal part of the faculty in each case.

He also has to attend, *e.g.*, at Consecrations and Visitations in order to earn his fee.

(*b*) *Semi-official and Voluntary.*

The Registrar is regarded, like the Chancellor, as unpaid legal adviser of the Diocese in general, and does in fact in some cases help the Bishop, even when he is not the Bishop's Secretary. I am told that little points of law practice and procedure in ecclesiastical matters are constantly being referred to him for advice, and in many cases he does all this without any charge at all.

Per contra, if a practising solicitor, he undoubtedly gets a little private practice out of this. The amount of this private practice seems to vary. In some Dioceses it is put down at perhaps £10 a year, in others, I believe, it amounts to a substantial sum. The fee is generally on the low side, and the money well earned.

(3) *Expenses.*

The Registrar sometimes runs his office as part of his office as solicitor; in other cases he has a special, though of course a small, staff, and a separate building, which is the Diocesan Registry (in some cases also the diocesan business headquarters). From what I am told Registrars often find it very difficult (if they attempt it at all) to separate their expenses as solicitor from their expenses as Registrar, or to arrive at a figure of Registrar's expenses. In two cases, however, that I know of, the expenses were put at 30 and 40 per cent. respectively of the fees, and I fancy this would be generally thought to be not far from correct.

Note.—In twenty-nine cases out of thirty-seven the Registrar is also Bishop's Secretary. These officers in some transactions get a fee in each capacity, and in some cases the line of demarcation between their duties is fine (see Order of 1908).

Some Registrars, as stated, receive a commission from the Chancellor for collecting his fees, generally 5 per cent. The office is a freehold one, which causes difficulty and friction in two ways :—

(1) A Registrar who is past work sometimes will not retire, and is "pensioned off" for half fees, so that the acting Registrar is inadequately remunerated.

(2) On the division of a Diocese the Registrar and the Bishop's Secretary of the mother Diocese (and some minor officials) are granted by the Order in Council compensation for loss of office, based generally on half net fees after deducting expenses. This gives opening not only for friction on the question of amount, but also for grievance on the part of Registrars of new Dioceses, on the ground that they have to do all the work for half, while the old Registrar draws the other half for doing nothing.

V.—Bishops' Secretaries.

General.

As stated above, in most cases the Registrar is also Bishop's Secretary, and would find it very hard to analyse his expenses between the two offices. What has been said about the Registrar applies generally to the Bishop's Secretary. He probably has rather more correspondence (in connection with ordinations appointments, and dilapidations) than the Registrar, and of course has to prepare the documents in order to earn his fee. Where, however, he is not also Registrar (in these cases he is generally a man with an office in London), he is, though called on by the Bishop for advice, not so often asked for voluntary advice by other people in the Diocese.

The office of Bishop's Secretary is not a freehold office.

(1) *Fees received.*

Total fees for the whole of England (in £).

	1912.	*1918.*	*1920.*
Ordinations	2555	627	1176
Appointments to Cure of Souls	3488	3365	3841
Appointments to Higher Ecclesiastical Offices...	349	309	435
Dilapidations	962	777	1393
Miscellaneous	2809	2843	3641
Total Fees	10,163	7921	10,486

Average per Diocese :—

	1912.	*1918.*	*1920.*
Ordinations	69	17	32
Appointments to Cure of Souls	94	91	104
Appointments to Higher Ecclesiastical Offices	9	8	12
Dilapidations	26	21	38
Miscellaneous	76	77	98
Total Fees	275	214	283

Note.—For the average the *total* fees for the whole country have been taken, and divided in all cases by 37, the *actual* number of Dioceses in 1920.

Maxima.	*1912.*	*1918.*	*1920.*
Canterbury	818	923	1152
London	735	495	694

followed by Manchester and Southwell.

Minima.	*1912.*	*1918.*	*1920.*
Truro	108	87	59
Wakefield	181	45	100

followed by Gloucester and Carlisle.

VI.—Sundry Diocesan Officers.

(1) *Surrogates.*

There are generally from ten to twenty (and upwards) Surrogates (incumbents) in a Diocese, and the bulk of the marriage licences are issued by them. The amount they get appears to vary from 2*s.* 6*d.* to £1 6*s.* on each licence issued by them. It is not possible from the returns to give the figures of individual Surrogates' earnings, but in the case of Sheffield, *e.g.*, there are 15 Surrogates, in Southwell about 80, and the licences issued through them have in each case in recent years been between 500 and 1000 a year. They are fairly well paid, but have the whole responsibility in the case of each licence issued by them for seeing that the conditions of the Act are complied with, the affidavit properly sworn and the particulars properly given. In most Dioceses it is the practice for all applications for licences in the case of divorce or deceased wife's sister to be referred to the Chancellor, and not to be dealt with by the Surrogate.

(2) *Diocesan Apparitors, Sealers and Record Keepers.*

These officers are, as a general rule, where they exist, clerks in the Registrar's office, the Apparitor's fees being substantially those of a solicitor's clerk serving a writ, only the Apparitor personally serves and posts up the faculty citation, etc. There are one or two people entitled "Apparitor General of the Diocese," but subject to interests existing in 1895 Apparitors' fees will be small and the other offices will cease to exist.

Order of 1908, p. 5.

(3) *Surveyors.*

These are a special subject and require to be dealt with in a separate memorandum. They are quite independent of the question of other diocesan officers, and are in fact tied up with the question of dilapidations.

VII.—Archdeacons' Registrars.

(1) *Fees received.*

There are about 100 archdeaconries, and the average fees received per archdeaconry are about: 1912, £41; 1918, £42; 1920, £47. These fees are about one-tenth from Inductions and nine-tenths from Visitations, the Archdeacon's Visitation being annual except when suspended on the Bishop's Visitation. The total fee is usually 14*s.* 6*d.* (see Order of 1908), of which 12*s.* 6*d.* goes to the Registrar; but some of the fees are known to be waived, and some no doubt cannot be recovered. The demand for the fee often causes considerable irritation, which is sometimes modified by the fact that the Registrar gives advice on small matters of law to the churchwardens and the Parochial Church Council.

The office is a freehold one, and there are certain payments of half fees in respect of new archdeaconries or transfers.

The diocesan Registrar is not infrequently the Registrar of one or more of the archdeaconries.

(2) *Work Done.*

Mainly preparing for and attending Visitations, checking admission of churchwardens.

VIII.—Archdeacons' Officials.

An inspection of the returns combined with an inspection of Crockford indicates that in about twenty-five cases the Archdeacon has an "Official" who is generally, though not always, a barrister. His fees (derived from attending Visitations) are from £10 to £20 a year, and in some cases he gives voluntary legal assistance to his Archdeacon. His presence is said by some Archdeacons to add dignity to the proceedings.

Order of 1908, p. 3.

Annex.

Total Fees for 1922.

	Peterborough.	Sheffield.	Southwell.	Worcester.
	£	£	£	£
Chancellor	216	194	401	101
Registrar	543	726 *	748 †	259
Bishop's Secretary	321		503	151

* Registrar and Secretary.

† £205 of this paid to old Registrar of Lichfield.

NUMBER OF MARRIAGE LICENCES AND FACULTIES ISSUED.

Years.	Peterborough.		Sheffield.		Southwell.		Worcester.	
	Marriage Licences.	Faculties.	Marriage Licences.	Faculties.	Marriage Licences.	Faculties.	Marriage Licences.	Faculties.
1912	83	38	Constituted in 1914		274	40	103	38
1913	82	24			287	51	97	33
1914	142	23			441	43	163	33
1915	755	30	319	18	1026	18	574	25
1916	970	33	403	25	1260	24	794	36
1917	1105	39	577	16	1550	24	1031	35
1918	1303	29	1022	15	2140	39	1002	34
1919	659	91	859	53	1595	107	296	43
1920	479	153	691	82	1310	135	273	63
1921	395	114	546	50	1229	97	208	48
1922	222	59	472	44	872	74	186	26

STATUTORY RULES AND ORDERS, 1908.

No. 879.

ECCLESIASTICAL FEES.

ORDER OF THE PRIVY COUNCIL, APPROVING TABLE OF ECCLESIASTICAL FEES AND PAYMENTS.

At the Council Chamber, Whitehall, the 6th day of October, 1908.

By the Lords of His Majesty's Most Honourable Privy Council.

PRESENT:

Earl of Crewe.
Sir Spencer Ponsonby-Fane.
Mr. George Russell.

Whereas there was this day read at the Board a Table of Ecclesiastical Fees and Payments settled by the Archbishop of Canterbury, the Lord Chancellor, and the Archbishop of York, in pursuance of the provisions of the Acts 1 and 2 Victoria, Cap. 106, and 30 and 31 Victoria, Cap. 135:

And whereas the Lords Commissioners of His Majesty's Treasury have signified their Consent to the said Table so far as it relates to the Fees and payments to be taken on the Consecration of Churches, Chapels, and Burial Grounds, on the Ordination of Deacons and Priests, and on Visitations, under the provisions of the last-mentioned Act:

And whereas notice that the said Table of Fees has been submitted to His Majesty's Privy Council has been published in the London Gazette:

Now, Therefore, Their Lordships are pleased to allow the said Table of Ecclesiastical Fees and Payments, a copy of which is hereunto annexed.

A. W. FitzRoy.

TABLE OF ECCLESIASTICAL FEES.

It is ordered by the Archbishop of Canterbury, the Lord High Chancellor, and the Archbishop of York that the Orders of 10th December, 1895 (gazetted 2nd July, 1895), and 29th November, 1907 (gazetted 29th November, 1907), shall be repealed, and that in pursuance of the provisions of 1 and 2 Vict. c. 106 and 30 and 31 Vict. c. 135 the following Table and Scales of Fees be ordained, settled, and established under the provisions of the said Acts.

Fees in respect of the Ordination of Deacons and Priests and of the Presentation, Nomination, Collation, Institution, Installation, Induction, or Licence, or any instrument, matter, or thing connected with the admission of any spiritual person to any Cathedral Preferment, or Benefice, throughout England and Wales, and on the consecration of Churches, Chapels, Cemeteries, and Burial-grounds, and on and incidental to the grant of Faculties to be taken by any Chancellor, Vicar-General, Registrar, Secretary, Clerk, Minister, or Officer to whom belong the duties of transacting or doing any of such matters and things, or preparing and sealing any of such instruments, and to the Chancellors or Vicars-General, Registrars, and other Officers of Archbishops and Bishops, and to Archdeacons and their Officials and other Officers on the Visitation of such Archbishops and Bishops and Archdeacons respectively and costs of any Secretary of a Bishop and any Registrar of a Diocese under the "Incumbents Resignation Act, 1871" (34 and 35 Vict. cap. 44).

Table of Fees.

—	—	Vicar-General or Chancellor.	Registrar or other Officer by usage performing the Duty.	Secretary of Archbishop or Bishop.	Commissary of Dean and Chapter.	Registrar of Dean and Chapter or other Officer by usage performing the Duty.	Total.
		£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1	Ordination	—	0 5 0	2 2 0	—	—	2 7 0
2	Presentation to a Benefice if prepared by the Bishop's Secretary	—	—	2 2 0	—	—	2 2 0
3	Presentation to a Benefice in Gift of Dean and Chapter if prepared by Registrar	—	—	—	—	2 2 0	2 2 0
4	Nomination to a Perpetual Curacy if prepared by the Bishop's Secretary	—	—	1 1 0	—	—	1 1 0
5	Nomination to a Perpetual Curacy in Gift of Dean and Chapter if prepared by Registrar	—	—	—	—	1 1 0	1 1 0
6	Commission for Institution when issued	—	—	1 1 0	—	—	1 1 0
7	Commission for Licence to Perpetual Curacy when issued	—	—	1 1 0	—	—	1 1 0
	Collation ... ... Institution ... ... Induction ... ... Licence to Perpetual Curacy	*Vide Scale, Post.*					
8	Dispensation to hold two Benefices ... ... Archbishop's Secretary for Fiat	—	—	1 1 0			
9	Bishop's Secretary for obtaining certificate of value, population, &c., and passing the Dispensation through the Offices, including the fees (£1 12*s.* 6*d.*) to the Faculty Office	—	—	3 14 6	—	—	4 15 6
10	Collation to Minor Canonry	—	—	—	0 10 6	2 2 0	2 12 6
11	Collation to an Honorary Prebend or Canonry ...	0 16 8	1 1 0	2 2 0	—	—	3 19 8
12	Induction to Honorary Prebend or Canonry	—	—	—	—	1 1 0	1 1 0
13	Collation to a Canonry (not honorary)	0 16 8	2 2 4	4 4 0	—	—	7 3 0
14	Installation to a Canonry or Archdeaconry	—	—	—	1 1 0	4 4 0	5 5 0
15	Installation to a Deanery ...	—	—	—	1 1 0	8 8 0	9 9 0
16	Consecration of a Church and Burial Ground or a Church without a Burial Ground	3 3 0	7 7 0	1 1 0	—	—	11 11 0
17	Consecration of a Cemetery or Burial Ground	2 2 0	6 6 0	1 1 0	—	—	9 9 0
18	Faculty (if unopposed) for minor alterations to be enumerated by the Chancellor of the Diocese or for the removal of Glebe buildings	1 1 0	1 1 0	—	—	—	2 2 0
19	Faculty for other alterations in Churches and Churchyards	1 1 0	3 13 6	—	—	—	4 14 6
20	Episcopal Visitation	0 2 0	0 12 6	—	—	—	0 14 6

—	—	Archdeacon or Official.	Registrar or other Officer by usage performing the Duty.	Secretary of Archbishop or Bishop.	Commissary of Dean and Chapter.	Registrar of Dean and Chapter or other Officer by usage performing the Duty.	TOTAL.
		£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
21	Archidiaconal Visitation ...	0 2 0	0 12 6	—	—	—	0 14 6
22	Resignation. Instrument of, when prepared by Secretary	—	—	1 1 0	—	—	1 1 0
23	Resignation under Incumbents Resignation Acts (payable in moieties by the outgoing and incoming Incumbents)	—	0 5 0	£2 per cent. upon the annual value (as defined by the Incumbents Resignation Act, 1887) of the Benefice with a minimum of £3 and a maximum of £10.	—	—	

Collation, Institution, Induction, Licence to Perpetual Curacy.

The fees to be taken in respect of Collation and Induction or Institution and Induction to a Benefice with Cure of Souls and for a Licence to a Perpetual Curacy shall be in accordance with and be regulated by the following Scale.

"Annual Value" means the Net Annual Value of the Benefice as defined by the Pluralities Acts (1 and 2 Vict. cap. 106 and 13 and 14 Vict. cap. 98) and will in case of difference be certified by the Ecclesiastical Commissioners for England (*vide* Rule 2).

"Chancellor" includes Vicar-General.

"Bishop's Registrar" means the Registrar or other Officer by usage performing the duty.

"Secretary" means Secretary of Archbishop or Bishop.

SCALE.

In Respect of Collation and Induction or Institution and Induction to Benefices.

	£ s. d.	£ s. d.
Annual Value not exceeding £200 :—		
Chancellor	0 10 0	
Archdeacon's Registrar	0 10 0	
Bishop's Registrar	0 15 0	
Secretary	1 5 0	
		3 0 0
Annual Value exceeding £200 *but not exceeding* £300 :—		
Chancellor	0 10 0	
Archdeacon's Registrar	0 10 0	
Bishop's Registrar	1 0 0	
Secretary	2 0 0	
		4 0 0
Annual Value exceeding £300 *but not exceeding* £400 :—		
Chancellor	0 10 0	
Archdeacon's Registrar	0 10 0	
Bishop's Registrar	1 5 0	
Secretary	2 15 0	
		5 0 0

	£ s. d.	£ s. d.
Annual Value exceeding £400 but not exceeding £500 :—		
Chancellor	0 10 0	
Archdeacon's Registrar	0 10 0	
Bishop's Registrar	1 10 0	
Secretary	3 10 0	
		6 0 0
Annual Value exceeding £500 :—		
Chancellor	0 10 0	
Archdeacon's Registrar	0 10 0	
Bishop's Registrar	2 5 0	
Secretary	4 15 0	
		8 0 0

In respect of Licences to Perpetual Curacies.

	£ s. d.	£ s. d.
Annual Value not exceeding £300 :—		
Chancellor	0 5 0	
Bishop's Registrar	0 15 0	
Secretary	1 0 0	
		2 0 0
Annual Value exceeding £300 but not exceeding £400 :—		
Chancellor	0 5 0	
Bishop's Registrar	1 5 0	
Secretary	1 10 0	
		3 0 0
Annual Value exceeding £400 :—		
Chancellor	0 5 0	
Bishop's Registrar	1 15 0	
Secretary	2 0 0	
		4 0 0

Apparitor's Fees on Consecrations, Faculties, and Visitations.

		Apparitor.	Sealer.	Record Keeper.
		£ s. d.	£ s. d.	£ s. d.
1	Consecration of a Church and burial ground, or a Church without a burial ground	1 1 0	—	
2	Consecration of a cemetery or burial ground	1 1 0	—	
3	Faculty for alterations in Churches and Churchyards other than minor alterations	0 10 6	—	—
4	Episcopal or Archidiaconal visitation	0 3 6	—	—

Other Fees of Apparitor, Sealer, and Record Keeper.

The following fees may continue to be taken by any Apparitor, Sealer, or Record Keeper, who was appointed to his office before the 10th December, 1895, so long as he shall continue to discharge the duties of his office, but upon his death or resignation such fees shall wholly cease to be taken and shall not be claimed by or payable to the successor, if any, of such Apparitor, Sealer, or Record Keeper. These fees, where payable, are to be in addition to those hereinbefore prescribed, and payable to any Vicar-General, Chancellor, Registrar, or Secretary, respectively. Any demand or application for these Fees shall be in writing and shall state the name and address of the Apparitor, Sealer or Record Keeper, claiming the fee and the date of his appointment.

		Apparitor.	Sealer.	Record Keeper.
		£ s. d.	£ s. d.	£ s. d.
1	Collation to a Benefice	0 3 6	0 4 6	0 4 6
2	Institution to a Benefice	0 3 6	0 4 6	0 2 6
3	Induction to a Benefice consisting of one parish or of two or more united parishes	0 1 0	0 2 6	0 1 0
4	Licence to a perpetual curacy	—	0 1 0	0 1 0
5	Collation to minor Canonry	—	0 2 6	—
6	Collation to an honorary Prebend or Canonry ...	0 3 6	0 4 6	0 4 6
7	Induction to honorary Prebend or Canonry	—	0 2 6	—
8	Collation to a Canonry (net honorary)	0 3 6	0 4 6	0 4 6
9	Installation to a Canon or Archdeaconry	0 10 0	0 5 0	—
10	Installation to a deanery	0 10 0	0 5 0	—

Rules.

Disbursements.

1. The fees include postages, telegrams, carriage, and transmission of documents, office expenses, stationers' charges, and all other similar disbursements.

Annual Value.

2. The net annual value of a Benefice shall, for the purposes of the Scale of Fees in respect of Collation, Institution, Induction, and Licence to a Perpetual Curacy be computed as provided by the Pluralities Acts, 1 and 2 Vict. cap. 106, and 13 and 14 Vict. cap. 98, and shall be the gross amount of the annual value of such Benefice after deducting all taxes, rates, tenths, dues, and permanent charges and outgoings to which such Benefice shall be subject, but without any deduction or allowance for any stipend or stipends to any stipendiary Curate or Curates, nor for such taxes or rates in respect of the house of residence of the Benefice or of the Glebe Land belonging thereto as are usually paid by tenants or occupiers, nor for moneys expended in the repair or improvement of the house or residence and buildings and premises belonging thereto.

Unless the fee payable under the said scale shall have been previously agreed between the Incumbent and the Secretary, the Incumbent shall within one week of the issue of the Bishop's notice under the Benefices Act, 1898, of intention to collate, institute or admit, furnish to the Secretary particulars in writing of the gross amount of the annual value of the Benefice and of the deductions to be made as aforesaid in estimating the net annual value thereof, and if thereupon the Incumbent and the Secretary mutually agree as to such net annual value such agreement shall be conclusive and the fee shall be computed and paid accordingly; but if the Incumbent omits to send to the Secretary such particulars as aforesaid, or if the Secretary claims that the Benefice is of a higher net annual value than the Incumbent estimates it to be, the Secretary shall furnish to the Incumbent a statement in writing of the gross and net annual values as computed by the Secretary and of the fee claimed, and if the Incumbent is not satisfied he shall transmit his own and the Secretary's statements of annual value to the Ecclesiastical Commissioners for England, who shall thereupon in a summary manner and upon such estimate as they may in their uncontrolled judgment think proper determine the amount of the fee to be paid, and their decision shall be final and conclusive and binding upon all parties, and a certificate under the hand of the Secretary or Acting Secretary for the time being of the Ecclesiastical Commissioners shall be sufficient evidence and record of such decision.

The net annual value of a Benefice in cases under the Incumbents Resignation Acts shall be the amount thereof as computed by the Commissioners appointed pursuant to the Incumbents Resignation Act, 1871, in ascertaining the amount of the pension to be allowed to the retiring Incumbent.

Ordination.

3. The Registrar's fee is for registering the names and titles of the candidates in the Register Books of the Diocese. The Secretary's fee is for correspondence with the candidates, the drawing of papers, and instructions prior to examination, attendance at the Ordination, preparing the letters of orders, and other necessary documents, and entering the names and titles of the candidates in the Bishop's Act Book.

Collation.

4. The Secretary's fee for Collation includes all charges for correspondence with the clerk to be collated, for all searches in the Registry, for all communications with the Ecclesiastical Commissioners, for examining the letters or orders and letters testimonial, for all communications with the Registrar of the Diocese, for the entry of the Collation in the Bishop's Act Book, and obtaining the seal of the Bishop to the instruments connected with the Collation in all cases where the same are sealed with such seal, and the return to the Judges of the King's Bench Division of His Majesty's High Court of Justice, when made by the Bishop.

The fee of the Registrar, or other officer by usage performing the duty, includes all charges for preparing the sentence of Collation, for preparing the certificate of subscription to the 39 Articles, and all other necessary certificates, declarations, and instruments, for attending on the Bishop when the Collation takes place and the necessary oaths and declarations are made, taken, and subscribed, for entering the Collation in the Register Books of the Diocese, and for preparing letters testimonial and the mandate of induction addressed to the Archdeacon, and obtaining the seal of the Vicar-General to those instruments in all cases where the same are sealed with such seal, and the return to the Judges of the King's Bench Division of His Majesty's High Court of Justice, when not made by the Bishop himself.

Institution.

5. The Secretary's fee includes all charges for correspondence with the presentee for examining the deed of presentation, the letters of orders and letters testimonial, for all communications with the Ecclesiastical Commissioners, for preparing the Bishop's Fiat or his Commission when the latter is issued, for all communications with the Registrar of the Diocese, for the entry in the Bishop's Act Book, and obtaining the seal of the Bishop to the instruments connected with the institution in all cases where the same are sealed with such seal, and the return to the Judges of the King's Bench Division of His Majesty's High Court of Justice, when made by the Bishop.

The fee of the Registrar, or other officer by usage performing the duty, includes all charges for preparing the instrument of institution, for preparing the certificate of subscription to the 39 Articles, and all other necessary certificates, declarations, and instruments, for attending on the Bishop or his Vicar-General when the institution takes place and the necessary oaths and declarations are made, taken, and subscribed, for drawing when necessary a notarial Act of the proceedings and entering the same in the Register Book of the Diocese, for preparing the letters testimonial and the mandate of induction to the Archdeacon, and obtaining the seal of the Vicar-General to the several instruments in all cases where the same are sealed with such seal, and making the return to the Judges of the King's Bench Division of His Majesty's High Court of Justice, when not made by the Bishop himself.

Licences to Perpetual Curacies.

6. The Secretary's fee includes all charges for correspondence with the Clerk to be licensed, for examining the nomination, the letters of orders and letters testimonial, for all communications with the Ecclesiastical Commissioners, for preparing the Bishop's Fiat or his Commission when issued, for all communications with the Registrar of the Diocese, for the entry in the Bishop's Act Book and obtaining the seal of the Bishop to the instruments connected with the licence in all cases where the same are sealed with such seal, and the return to the Judges of the King's Bench Division of His Majesty's High Court of Justice, when made by the Bishop.

The fee of the Registrar, or other officer by usage performing the duty, includes all charges for preparing the licence, for preparing the certificate of subscription to the 39 Articles, and all other necessary certificates, declarations, and instruments, for attending on the Bishop or his Vicar-General when the necessary oaths and declarations are made, taken, and subscribed, and for entering the licence in the Register Book of the Diocese, and obtaining the Vicar-General's seal in all cases where the instruments connected with the licence are sealed with such seal, and making the return to the Judges of the King's Bench Division of His Majesty's High Court of Justice, when not made by the Bishop himself.

Induction.

7. The fee of the Archdeacon's Registrar is for preparing all necessary documents and transacting and doing all matters and things in relation to the induction and making the proper records thereof.

Installation and Induction to Cathedral Preferment.

8. The fee of the Registrar, or other officer by usage performing the duty includes all charges for repairing and engrossing all necessary instruments and certificates, for entering the several Chapter Acts and Schedules, for attendances, and for registering the whole proceedings in the Chapter Book.

Consecration of Churches, Burial Grounds, or Cemeteries.

9. The Chancellor's fee includes the approval of plans, the perusal of the petition and other papers, the settling the sentence, and the approval of the Draft Act. The Registrar's fee includes the perusal of the deeds of conveyance, the drawing and engrossing of the petition, and the sentence and the notarial Act, the necessary attendance at the Consecration, and the registering the deeds and the Act in the Register Book of the diocese. The Secretary's fee includes the inspection of plan and correspondence prior to the papers being sent to the Registry. The Apparitor's fee includes all necessary citations and attendance on the Bishop at the Consecration.

Faculties.

10. The Chancellor's fee includes the perusal of the petition, the order for the notice of citation, as the case may be, the perusal of the certificate and other papers, and making the decree. The Registrar's fee includes the perusal of the minutes of the vestry and the petition, the drawing of the notice or citation and other necessary documents and attending the Chancellor for his order, the preparation of the certificate and attendance on the Chancellor for his decree, and the drawing and signing the faculty.

The Apparitor's fee includes the service of the notice or citation, but is exclusive of one shilling a mile for travelling expenses, if the citation is to be personally served in the country.

Visitation.

11. The Chancellor's fee includes the attendance of the Chancellor or his Surrogate, the examination of the presentments of the outgoing churchwardens, and the admission of the new churchwardens to office. The Registrar's fee includes the drawing and issuing of the inhibition and of the mandate for the citation of the clergy, the preparation of the Visitation books and of the articles of inquiry and the presentment papers, the attendance at the Visitation, and attesting the presentments and declarations of the churchwardens, the registering the papers exhibited by the clergy, the tabulating in the Registry the copies of the Register Books of Baptism and Burials, and other papers required to be annually transmitted. The Apparitor's fee includes the preparation and delivery of the citations to the clergy and churchwardens and the attendance at the Visitation.

SCALE OF FEES FIXED BY THE ARCHBISHOP OF CANTERBURY, 26TH JULY, 1889, UNDER CANON 135.

Court Fees.	Chancellor. £ s. d.	Registrar. £ s. d.
For perusing and entering Citation or Decree		10 6
Seal Fee on Decree or Citation	3 10	
For every other Seal Fee	7 8	
Decree for Citation	6 8	3 4
Seal Keeper		1 0
Every Motion in Court	1 1 0	10 6
A Summons on application in Chambers	10 6	5 0
Hearing in Court a contested Case, or an Application for a Faculty for laying out a closed churchyard as a garden or for throwing part of it into a street or road, if case lasts part of a day	3 3 0	2 2 0
If case lasts whole day	5 5 0	3 3 0
If case lasts more than one day, Fees on the same scale to be allowed for the part or whole of each additional day. When, at the request of parties, Cases are heard in the locality, extra expenses incurred by Court to be also allowed		
For each Witness produced	3 0	2 0
Registry Fees.		
Fair copy of Citation 6*d.* per folio	—	—
Endorsing Certificate of due publication on Citation, with affidavit of due execution and Exhibit on Plans and Specifications		5 0
For entering an appearance		2 6
Amending appearance		2 6
Filing Articles or Libel or any further Pleadings		5 0
Filing Amended or Reformed Pleadings		2 6
Filing Interrogatories		5 0
Filing Depositions of each Witness		2 6
Every Compulsory (not exceeding three persons)		2 6
Decree for any other purpose in the cause, each		5 0
Drawing Orders, 1*s.* per folio	—	—
Fair copy 6*d.* per folio	—	—
For Correspondence (if any) not to exceed without consent of parties		2 2 0
Drawing Faculty, 1*s.* per folio	—	—
Engrossing on Parchment, 8*d.* per folio	—	—
Seal Fee	3 10	3 4
Enrolling Faculty in the Diocesan Faculty Book 1*s.* per folio	—	—
Apparitor's Fees as settled by Order of the Archbishop and Lord Chancellor	—	—

Note.—The other Fees of the Registry to be paid on the same scale as are allowed for Court Fees from time to time, in the Supreme Court of Judicature.

TABLE OF FEES RECOMMENDED BY CONVOCATION OF CANTERBURY, APRIL 27, 1894.

For general adoption, in all Dioceses, by Registrars and Secretaries, and authorised by the Bishop of the Diocese.

	Registrar.	Bishop's Secretary.	Total.
	£ s. d.	£ s. d.	£ s. d.
1. Licence of Lecturer	3 0	2 2 0	2 5 0
2. „ Public Preacher	3 0	10 6	13 6
3. „ Master of School	3 0	1 1 0	1 4 0
4. „ Minister of Proprietary Chapel	3 0	2 2 0	2 5 0
5. „ „ under Private Chapels Act	3 0	2 2 0	2 5 0
6. „ Cemetery or Hospital Chaplain	3 0	1 1 0	1 4 0
7. „ Mission Building	3 0	1 1 0	1 4 0
8. „ Room where Church is closed	—	10 6	10 6
9. „ Burial Ground until Consecration	5 0	*	—
10. „ Building for Marriages	—	*	—
11. Permission or Licence for Chaplain of Workhouse	3 0	10 6	13 6
12. Acceptance of Resignation, including correspondence and notice to Patron	3 0	10 6	13 6
13. Acceptance of Resignation if Notarial Act required	3 0	1 1 0	1 4 0
14. Letters Dimissory or Letters of Request	—	1 1 0	1 1 0
15. Certified copy of testimonial	—	3 6	3 6
16. Investigating title, in case of change of patronage since the last presentation	—	*	—
17. †Union or Disunion of Benefice and Separation of Districts or Alteration of Boundaries under 1 and 2 Vict. c. 106, exclusive of payment for maps	—	5 5 0	5 5 0
18. Investigation of Title and preparation of necessary documents under 30 and 31 Vict. c. 133, for consecration of addition to Churchyards	3 3 0	—	3 3 0
19. ‡Sequestration of a Benefice on vacancy	1 12 6	—	1 12 6

* No exact fee can be fixed, as circumstances differ widely.

† A further fee of £5 5*s.* to the Secretary of the Archbishop for procuring Order in Council.

‡ Including Chancellor's fees, 7*s.* 8*d.*

These fees are to be regarded as covering all reasonable expenses of postage.

For the Archbishop's permission, under the Colonial Clergy Act, there is payable to his Secretary a customary fee, for a period not exceeding a year, 10*s.* 6*d.*; for a longer period, £1 1*s.*; for consent to hold a Benefice, £1 1*s.*; for permanent Licence, £1 1*s.*, with, in the last case, 5*s.* to the Registrar of the Province.

For all other work than that specified in the above Tables, the usual professional charges are to be payable, subject to the revision of a Taxing Master.

If either party requires, the amount to be paid may be taxed or settled, whether it arises by authority of Parliament, Order in Council, custom or otherwise, by one of the Chancery Taxing Masters of the High Court of Justice, who has been nominated for the purpose. His decision shall be final, and he will also decide as to the amount (if any) to be paid by either party for costs of taxation.

6. DIOCESAN BOARDS OF FINANCE.

PAGE

1. Blank Form of Return 404

COMMITTEE ON THE PROPERTY AND FINANCES OF THE CHURCH.

Secretary :—AUBREY T. LAWRENCE (Address for Return) 1, Essex Court, Temple, E.C. 4.

RETURN TO BE OBTAINED FROM DIOCESAN BOARDS OF FINANCE

NOTE.—In dioceses where the Diocesan Board of Finance exercises only partial control over diocesan finance, the questions in this Return which do not apply should be answered by the relative Finance Authority.

I.—GENERAL.

1. Name of Diocese
2. Exact title of Diocesan Finance Authority
3. Method of election of Board
4. Number of elected members
5. Number of nominated members
6. Number of co-opted members
7. What Committees has the Board appointed to transact its business?

(*a*) Executive
(*b*) Finance
(*c*) General Purposes
(*d*) Legal or Trust Committee
(*e*) Training
(*f*) Maintenance of the Ministry
(*g*) Pensions
(*h*) Widows and Orphans and Necessitous Clergy
(*i*) Church Extension
(*j*) Dilapidations
(*k*) Religious Education
(*l*) Social Service.

Note.—Strike out the names of Committees which do not exist in your Diocese and add additional ones.

II.—CAPITAL ASSETS AND TRUST PROPERTIES.

1. Of what capital sums, other than funds held under specific trusts, is the Board possessed?
2. What was the origin of such capital sums?
3. Are they held, and may they be increased or dispersed, at the absolute discretion of the Board?
4. What is the difference between the nominal and the market value of the investments representing capital?
5. What real estate in houses or lands, other than that held under specific trusts, is in the hands of the Board?
6. Does the Board act as the administrator of funds or properties held under specific trusts?
7. If so, give a list.

III.—Income.

1. State the income of the Board for the years 1918, 1919, 1920, under the following heads :—

	1918	1919	1920
(*a*) Unappropriated			
(*b*) Training			
(*c*) Maintenance of the Ministry			
(*d*) Pensions			
(*e*) Widows and Orphans			
(*f*) Church Extension			
(i) Building, upkeep and improvement of Churches, Mission Halls, etc.			
(ii) Building and improvement of Parsonage Houses			
(*g*) Dilapidations			
(*h*) Religious Education			
(*i*) Social Service			
(*j*) Any other purpose			
Total			

2. From what sources does the income of the Board arise?

(*a*) Subscriptions and donations (office list)
(i) From within diocese
(ii) From without diocese
(*b*) Parochial quotas or other analogous methods
(*c*) Rents of houses or lands
(*d*) Income from investments
(*e*) Any other sources.

3. Does the Board receive legacies? Give a list of any such for the years 1918, 1919, 1920, and state in each case how they were treated, whether as income or invested.

IV.—Expenditure.

1. State the expenditure of the Diocesan Board for the years 1918, 1919, 1920, under the following heads :—

	1918	1919	1920
(*a*) Training			
(*b*) Maintenance			
(*c*) Pensions			
(*d*) Widows and Orphans			
(*e*) Church Extension			
(i) Building, upkeep and improvement of Churches, Mission Halls, etc.			
(ii) Building, and improvement of Parsonage Houses			
(*f*) Dilapidations			
(*g*) Religious Education			
(*h*) Expenses of the See			
(*i*) Diocesan Conference			
(*j*) Administration and Office Expenses			
(*k*) Any other purpose			
Total			

2. Is any portion of the diocesan income expended upon objects outside the diocesan area? State the amounts so expended.

V.—Diocesan Administration.

1. Does the Board raise and pay its apportionment of the Church Assembly estimate?
2. What amounts were contributed by the Board from funds received by it to the Central Church Fund in 1919 and 1920?
3. Are the Annual Report and Accounts of the Board published? If so, please attach a copy.
4. (i) What are the salary and terms of employment of the Secretary?
   (ii) What other officials are employed by the Board? What are their total salaries?
5. Is there a Diocesan Church House or Office?

VI.—Maintenance of the Ministry, Dilapidations.

1. Is there in the diocese any special fund for sustentation of clergy in addition to the monies provided through the diocesan estimate?
2. Give particulars as to the administration of any such fund.
3. What was the income of such special fund in the years 1918, 1919, 1920?
4. Is there a branch of the Queen Victoria Clergy Fund in the Diocese?
5. Is there any scheme for raising the stipends of Incumbents and Assistant Clergy? If so, what is it, and what has been done under it during 1918, 1919, 1920?
6. Is aid given to schemes for permanent augmentation of benefices? If so, on what basis? And what sums have been so applied during 1918, 1919, 1920?
7. (i) Is there a diocesan Scheme of Dilapidations? If so, please attach copy of the Scheme.
   (ii) How many benefices are included in the Scheme?

VII.—Clergy, Widows and Orphans.

1. Is there a diocesan branch of the Clergy Pensions Institution?
2. Is there any diocesan scheme or method for providing or augmenting pensions for the Clergy, their widows and orphans, or for the education of the children of Clergy? If so, what are they? What sums have been so applied and how many recipients have there been under each head during each of the years 1918, 1919, 1920?

VIII.—Other Organisations.

1. Give the objects, and name and address of the Secretary or Clerk, of any local Societies, Trusts, etc., known to you whose average annual expenditure for Church purposes within the Diocese is approximately £100 or over.

Date..... Signed.....

7. PAROCHIAL CHARITIES CONNECTED WITH THE CHURCH OF ENGLAND.

PAGE

1. Blank Form of Return 408
2. Summary of Returns by Dioceses (with Explanatory Note) 409

CHARITIES

To be returned to the Ecclesiastical Commission in the same envelope with the Incumbent's Return to the Ecclesiastical Revenues and Patronage Inquiry.

Name of Benefice :

County Diocese

For the assistance of the Committee of the Church Assembly, the Incumbent is asked to be good enough to furnish the following further information, viz. :—

Particulars of any Ecclesiastical Charities for Church purposes within the Parish held by the Vicar and Churchwardens or other Trustees.

Signature of Incumbent .....

Note.—*The definition of "ecclesiastical charity" in the Local Government Act, 1894, section 75, is printed as a guide.*

"The expression 'ecclesiastical charity' includes a charity, the endowment whereof is held for some one or more of the following purposes :—

(*a*) for any spiritual purpose which is a legal purpose; or

(*b*) for the benefit of any spiritual person or ecclesiastical officer as such; or

(*c*) for use, if a building, as a church, chapel, mission room, or Sunday school, or otherwise by any particular church or denomination; or

(*d*) for the maintenance, repair, or improvement of any such building as aforesaid, or for the maintenance of divine service therein; or

(*e*) otherwise for the benefit of any particular church or denomination, or of any members thereof as such."

PAROCHIAL CHARITIES CONNECTED WITH THE CHURCH OF ENGLAND

The Summary gives the annual income as given in the return, or estimated where the income is not given in the return.

Classification.

Living Agents include incumbents, curates, lay readers, deaconesses, and sisters.

Church Expenses include ordinary expenses of upkeep of the church, repairs to fabric, payment of choir, organist, bellringers, clerks and sextons.

Education includes charities for *Church* day and Sunday Schools, and for the general advancement of Church of England education in the parish.

Miscellaneous includes all items which cannot be properly included under any of the other heads.

Omissions.

The following are omitted :—

1. Cases which are " charities " in the popular sense even if the recipients are required to have some connection with the Church of England, e. g. bread doles, coal doles, funds held by the vicar and churchwardens for the benefit of the poor of the parish or of poor members of the Church of England.

2. All cases where the charity consists of land or buildings, the income thereof going to the charitable purposes.

3. All cases where the charity is primarily educational in a general sense even if there is some connection with the Church of England.

PAROCHIAL CHARITIES

SUMMARY OF RETURNS BY DIOCESES

Diocese.	Number of Parishes.	Living Agents.	Church Expenses.	Education.	Miscellaneous.	Total.
		£	£	£	£	£
Canterbury	85	361	992	410	339	2,102
York	121	270	6,304	312	676	7,562
London	110	1,269	10,874	692	1,538	14,373
Durham	56	516	949	239	232	1,936
Winchester	127	999	1,337	322	520	3,178
Bath and Wells ...	119	233	1,250	885	423	2,791
Birmingham	26	43	164	294	45	546
Bradford...	57	676	436	280	299	1,691
Bristol	58	483	6,151	562	4,713	11,909
Carlisle	73	103	606	158	91	958
Chelmsford	100	291	1,172	489	228	2,180
Chester	67	198	622	186	675	1,681
Chichester	64	174	683	395	320	1,572
Coventry...	79	648	1,316	546	218	2,728
Ely	97	191	1,766	121	102	2,180
Exeter	152	1,206	2,885	486	625	5,202
Gloucester	98	378	1,420	435	257	2,490
Hereford	68	130	479	145	29	783
Lichfield	118	1,558	1,370	100	290	3,318
Lincoln	123	1,152	1,784	371	269	3,576
Liverpool	46	448	779	67	562	1,856
Manchester	177	1,288	3,087	428	620	5,423
Newcastle	33	88	1,535	10	131	1,764
Norwich	172	215	1,764	405	1,252	3,636
Oxford	231	515	4,041	1,552	2,872	8,980
Peterborough	150	285	2,258	463	570	3,576
Ripon	46	103	436	267	142	948
Rochester	37	41	374	96	93	604
St. Albans	115	466	2,999	425	1,104	4,994
St. Edmundsbury and Ipswich	156	260	1,220	446	1,944	3,870
Salisbury	125	441	1,618	479	995	3,533
Sheffield	47	205	1,420	490	392	2,507
Southwark	62	1,266	1,014	273	212	2,765
Southwell	78	186	1,131	233	206	1,756
Truro	48	137	506	91	64	798
Wakefield	81	504	1,759	293	448	3,004
Worcester	73	329	1,166	68	176	1,739
Total	3,475	£17,656	£69,667	£13,514	£23,672	£124,509

8. THEOLOGICAL COLLEGES.

PAGE

1. Summary of Endowments Held 412

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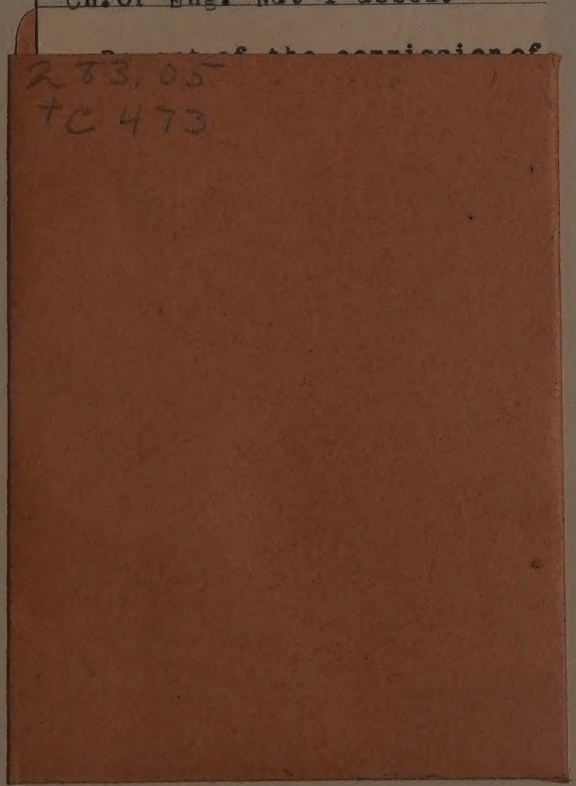
THEOLOGICAL COLLEGES

SUMMARY OF ENDOWMENTS HELD

	General Income from Endowments.	Endowments for Exhibitions.
	£	£
1. Bishop's College, Cheshunt	66	
2. Burgh	65	
3. Chichester	20	9
4. Cuddesdon	327	50
5. Dorchester	117	36
6. Egerton Hall	135	
7. Ely	*251	50
8. Isle of Man		30
9. Kelham	255	
10. King's College — Hostel	5	117
10. King's College — College	86	
11. Leeds	145	
12. Lichfield	114	75
13. Lincoln	66	123
14. Llandaff	1,090	
15. Mirfield	350	
16. Ridley Hall	275	250
17. Ripon Hall	775	16
18. St. Aidan's	63	120
19. St. Augustine's	*3,064	978
20. St. John's, Highbury	*3,259	30
21. St. Stephen's House	36	
22. Salisbury	359	
23. Warminster	100	220
24. Wells	116	80
25. Westcott House		
26. Wycliffe Hall	269	335

* In these cases the endowment income includes the following endowment for staff:—
Ely, £30.
St. Augustine's, £244.
St. John's, Highbury, £233.

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